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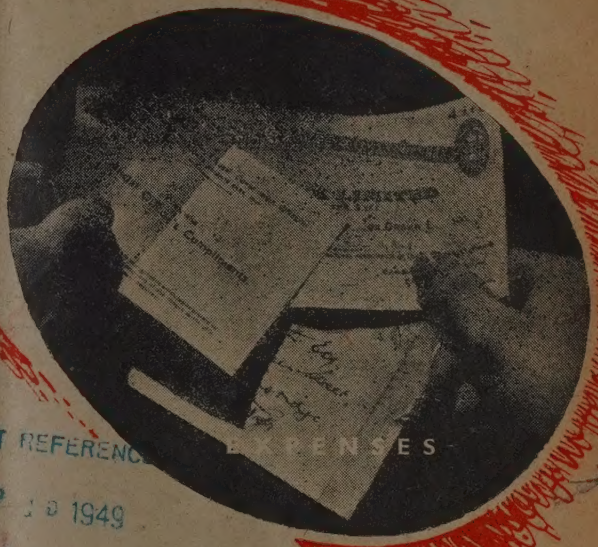

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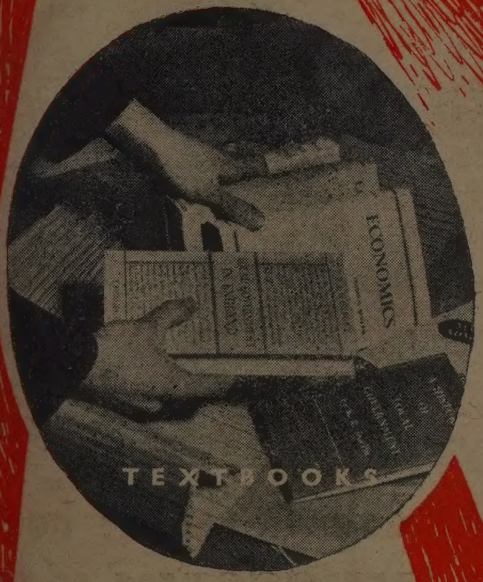

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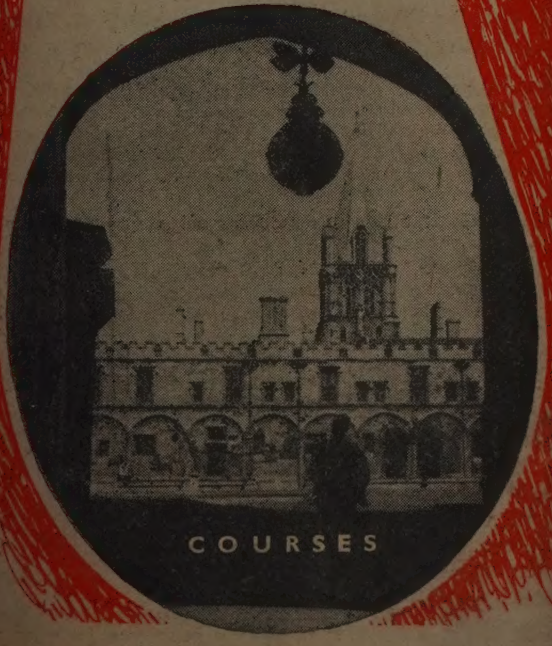

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Local Government Service

JURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

o. 21 VOL. XXV SEPTEMBER 1949 THREEPENCE

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MR. MORRISON AND LOCAL GOVERNMENT

WHEN a Minister of the Crown and the chief architect of policy in the ajority party offers his "personal opinions various aspects of public administran" he must not be surprised if they are en more weight than if they were the ndom remarks of a nonentity. Mr. RBERT MORRISON, in a new edition of his ok, *How London is Governed**, has much say which will interest local government icers; he says it with skill; and his sition adds authority to what would, on own merits, be a book of significance.

Mr. Morrison makes his case against "the defined sprawl of Greater London" in a vel form. Pointing out that, alone of the eat urban authorities, the City of London has ver expanded its territory, he describes the night-have-been" which would have come out if it had followed normal practice. There uld, much earlier in history, have been a gle, central authority for London governnt, enjoying great historical and sentimental estige—a body to which Victorian governnts would willingly have delegated everdening powers. As the urban area grew, so uld the scope of the corporation's work. rhaps the minor authorities would never ve been thought necessary.

Further, the special authorities which have en established for services like water supply, ctricity, and transport, might well have been garded as superfluous, the corporation taking er these duties as in other cities; even ndon's police force might have been a local e. London government could have been ntained within a framework of administrative gic and convenience, and would have been bued with a spirit of civic patriotism which e formless structure of to-day does nothing foster.

"Whether the future will witness a straightenout of the tangle of London government nsistent with the principles of democracy, lo not know," Mr. Morrison concludes, "I pe so." As a discreet politician, he emphaes that his opinions are personal and do not mmit the government of which he is a mber. But is it too much to ask that, holding ese views, he will use his influence with that vernment to reconsider its decision to do thing to remove the chaos which he so idly describes?

recepts for Councillors

Of no less interest to N A L G O readers will the republication in the book of those luable precepts for councillors which the ndon Labour Party enjoined on its members 1934, when it first won control of the L.C.C. d achieved widespread successes in the rough council elections. These will bear petition whenever councillors or officers rget the basic principles of their partnership. They stress, for example, that all staff "grievances" should be dealt with through trade union channels and not by individual complaints to members of the council; that applications for employment or promotion should invariably pass through the appropriate committee machinery; and that employment should not be given to relatives of councillors. It is essential, the memorandum remarks, that a Labour council's administration should not only be above-board, but that it should be fully recognised as such by the public at large. The party label in that sentence can obviously be ignored.

With these views all local government officers and others concerned with purity of administration will cordially agree. Nor will they dissent from the more general statements on the relationship between members and staff, which, says the memorandum, "should be one of mutual respect, but not of personal intimacy." It should be on a strictly business footing: the place for decisions on the council's business is the town hall. A final sentence may be quoted for the benefit of those few councillors who misconceive their status to the extent of giving orders to the staff; only the council or its authorised committees, the memorandum stresses, may properly do that. "Members are *collectively* (not individually) supreme in the control of the council."

It is probable that the need for these warnings is less widespread to-day than when the memorandum was prepared. But there are still backwoods of the local government service where there is the risk of jobbery, of undue influence, or of connivance between members and officers. In those places, whether politically left, right, or neutral, Mr. Morrison's homily can be studied with advantage.

Chief Officers in N A L G O

A CORRESPONDENT raises this month a question which has been exercising the minds of some members of the Association for many years and which calls for fuller ventilation than it has had. "What is the position," he asks, "when an officer, with the support of his branch, applies for an upgrading, and his chief officer (a member of the same branch) is instructed to find the weaknesses in his case, and frequently does so to the detriment of the officer concerned?"

To the question so phrased, the answer is simple. It is clearly the duty of the chief officer member to put the case for the local authority. Indeed, N A L G O's own Code of Conduct permits of no other course. "The first duty of a local government officer," it declares, "is to give his undivided allegiance to the authority employing him." In putting the case for the local authority against an appeal by a fellow member, the chief officer is acting in the capacity of an advocate, in which it is his duty to present the case of his employers in the best possible light, regardless of his personal feelings. To suggest, as our correspondent appears to do, that such advocacy involves a conflict of loyalties, to avoid which the chief officer ought either to "pull his punches" or to terminate his membership of N A L G O, is to misunderstand his function and, indeed, to challenge his integrity. Nor can such a practice involve any injustice to the applicant, who can call his own advocate to put the most favourable case on his behalf. The purpose of the appeals machinery is to ensure justice, not the automatic acceptance of every appeal; and it would be impossible to do that unless the case against as well as for the appeal were fairly stated.

A Dangerous View

But we suspect that our correspondent's question carries a wider implication and that what he means to suggest is that the relation of the chief officer with his employing authority is incompatible with membership of N A L G O. That is a dangerous view. For salaries do not provide the only possible causes of difference between one member and another. In the sense implied by our correspondent, every member owes a double loyalty, to his employer and to his fellow members, and there are many occasions on which these might conflict. For every public official is also a citizen, and the citizen has many claims upon the local authority, the electricity board, the hospital service. To carry the argument to its logical conclusion would mean, either that every member of N A L G O should be entitled to expect favourable treatment from the fellow members to whom he must apply, in their official capacities, for housing priorities, building licences, a hospital bed, or even a library book in popular demand, or that those who are in a position to recommend the grant or refusal of such applications must avoid the "conflict of loyalties" by ceasing their membership of the Association. Merely to state the possibility is sufficient, surely, to expose its absurdity.

Most chief officer members, we are convinced, serve their employers and the Association fairly and with loyalty to both. Without the benefit of their support, their experience, and their advice, N A L G O would enjoy neither the authority nor the power which it does to-day—nor, probably, would its members enjoy such advantages as superannuation and compensation for loss of office, to mention only two of the benefits won for it largely as a result of the long fight waged in the main by chief officers.

Let us, then, talk no more of "conflicts of loyalties." Let us rather strive to unite all members, whatever their rank or grade, ever more firmly into a strong, homogeneous organisation, able both to serve the public and to ensure justice for every one of its members.

* *James Barrie, Publishers, 8s. 6d.*

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward—in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.

THE PROMOTION EXAMINATION MUST BE MODIFIED

By Lowering the Standard for Promotion from the General Division

OR

By Retaining the Standard to Qualify for A P T 4 and Upwards

The Local Government Examinations Board's report on the second Promotion Examination will be of intense interest to all those about to begin their studies for the third examination, next April; to the many more who have not yet decided to do so, and, in a general way, to all concerned with the future of local government. The report, which is shortly to be published and circulated to local authorities, is reviewed below

By "CRITIC"

THE facts given in the report confirm the implications suggested by the first report that all is not well with the Promotion Examination and that, in its present form, it will not fulfil the purpose for which it was intended—that is, the creation of a general qualification for promotion from the general to the clerical divisions. Let us look at these facts.

Eight hundred and twenty-three applied to sit for the examination and, of that number, 776 completed it—an increase on last year's figures of 37 and 75 respectively. There was an increase in the number passing—425, as against last year's 360. Of the 382 who tried and failed last year, only 82 entered again, 44 passing. Only 52 women sat, 25 passing. Out of a maximum of 500 marks, the highest mark secured was 380—the same as that scored by last year's most successful candidate.

The report includes a table showing the distribution of marks according to age. As one would expect, most candidates—578, or 74·5 per cent.—were between 20 and 29 years of age. But there were 23 candidates in the age group "up to 19," and two in "50 and over"; of the latter one failed and one passed. The most successful age group was "30 to 34"; of the 106 in this group, nearly 70 per cent. passed.

Thirty-one centres were arranged for the examinations, numbers varying from 68 at Manchester to three at Ruthin. The authorities from which the candidates were drawn are listed against the numbers of their successes and failures, of which the following is a summary:

	Pass	*Fail*	*Total*
County councils	118	90	208
County borough councils	177	162	339
Borough councils	57	40	97
Metropolitan borough councils	11	8	19
Urban district councils ..	27	21	48
Rural district councils ..	13	14	27
Other authorities	22	19	41
	425	354	779

Few Taking It Seriously

The full list shows clearly how very few officers are taking the examination. A number of county authorities do not appear on the list at all; some of the larger ones, including Middlesex, Glamorgan, Surrey, and West Riding can boast only two successes each. Most of the county boroughs count their successful candidates in ones or twos. This year, as last, Hull produced by far the greatest number of aspirants—49, of whom 18 were successful. When it is noted, however, that in only 15 authorities throughout the whole country did the number of candidates reach double figures it is obvious that, with few exceptions, neither staffs nor employers are taking the examination seriously.

The report analyses the departments from which candidates were derived and it is noteworthy that 465, or nearly 60 per cent., came from three main departments—finance (200), education (149), and clerk's (116).

Contrary to what might have been expected, the departments from which candidates were drawn bore no relation to the optional ("departmental") subjects which they chose. Thus, only 21 of the 149 education department candidates chose education as a subject, only four of the 54 public health department candidates chose public health and, strangest of all, only 90 of the 200 finance department candidates chose finance. It is difficult to understand why candidates should so generally avoid the one subject of which their day-to-day activities would perforce give them some background knowledge.

Economics was again the most popular of the optional subjects, being chosen by 451.

At the end of the list, public utilities, town and country planning, and public works each attracted only one candidate. The new subject, Welsh, also drew only one candidate and I hear that he failed.

Examiners' Comments

A valuable feature of the report is the examiners' commentary on the papers submitted. That part of it devoted to general comment on candidates' answers and specific comment on the answers to papers on subjects which attracted the greater number of candidates should be taken to heart by all future students, not only for the Promotion Examination but for all other examinations, too.

A number of faults common to a large percentage are mentioned again and again in the examiners' comments. Almost every examiner, we are told, reported a lack of attention to the exact wording of a question; a fault which inevitably led to inaccuracy and irrelevance. "A strong tendency to answer simply to the key word or to set down something remembered from the text-book, however remotely connected with the question, did little to earn marks and indicated cramming, reflecting on the adequacy of the candidate's preparation. One examiner clearly expressed this view by saying ". . . . . too many candidates treated all questions as being simply 'say what you know about . . .'"

More serious faults were "those errors of understanding and mental penetration of the subject due to lack of advice in study, or bad advice." This criticism revealed two failings: inadequate preparation and lack of understanding. A number of examiners, for example, found clear signs that a large proportion of the candidates had taken the examination after insufficient study.

Inability to "understand a problem, marshal facts, and present a well-argued case in clear English" also earned criticism from the examiners; in the main it was found that the answers to those questions or parts of questions requiring discussion or argument were weakest.

The following are extracts from the comments of individual examiners on their own subjects:

English.—Fewer scripts of outstanding quality than in 1948, and also fewer verging on illiteracy. On the whole, the setting out of the work and the handwriting were good, and spelling and punctuation satisfactory. There were many good, thoughtful essays, and ev those written in inaccurate English and po style often showed sense and sincerity. T precis question proved a discriminating te the best candidates distinguishing themsel by showing a clear understanding of changing course of the arguments and summarising them in excellent precis form. T weak candidates failed to distinguish betw essential and non-essential matter and observe a correct sequence of tenses; a wrote in direct speech.

Local and Central Government.—The res were on the surface an improvement on year. Among outstanding weaknesses was poverty of knowledge of central governme The functions of the Prime Minister, the orga sation and powers of the civil service, activities of the House of Commons, w rarely discussed with any understanding. Wh every allowance had been made for the d culties of the student working on his own, might expect more understanding to be sho of the general problems of central gove ment.

Elements of Economics.—The work this y was, on the whole, of considerable me Answers were usually concise and clea expressed in good English. The mo questions were handled badly from the po of view of economic theory, although in e case much correct factual knowledge shown. In definition of technical te answers were usually good. There wa certain weakness on finer points of theory.

Elements of Statistics.—There were cl signs that a large proportion of the candida had taken the paper without adequate prepa tion. Too many were still at the stage thinking statistics to be simply a matter knowing formulae, and did not see the pa in terms of problems to be thought abo

N.C.I. Students Above Average

Although nearly ha'f the candidates for t second Promotion Examination fai'ed, thr out of every four trained by the N A L G Correspondence Institute passed.

Elements of English Law.—The gen standard was not high. A few showed eit no preparation or no aptitude, and oth signs of too hasty preparation and inadeq regard for the syllabus.

Social and Political Theory.—The gen level was hackneyed and thin. Rather surp ing, the two questions which bore on l government were not answered by more tha dozen candidates.

Social and Political History since 1830.— general level of the work was reasonably g and with a few exceptions all questions w fully answered.

Candidates rely too much on school t books. These are inadequate in concep and in substance for this purpose. Be books are available—books which look be the surface of events, and many bo of the last twenty years on the main aspect social and political development since 1 stimulate thought rather than provide skele answers to the conventional questions elementary examinations in political or e nomic history. But the main weakness candidates is in the use they make of material they have memorised for this pa They tend to explain everything in terms

gislation, to regard Acts of Parliament and the dministration activities of governments as the nly valid cause of development and change.

Regional and Physical Geography.—The eneral standard was satisfactory. There were w outstanding papers, but few deplorable nes. Some candidates appear to be using ut-of-date text-books, whilst too many appear be unaware of the recent trends and develop-ents, knowledge of which can be gleaned from good daily newspaper.

Local Government Finance.—The quality of e answers showed less variation than last ear. Fewer candidates supplied half-pages of reasoned statement or personal opinion as nswers to questions, but there were also fewer apers of outstanding merit.

Local Authority Administration.—The scripts repared were generally good. In the answers, e detected a certain uniformity of style and ven phrase which leads one to think that any had followed much the same line of reparation. The answers were sound, but did ot disclose any great degree of original ought.

acts We Cannot Ignore

Apart from the examiners' comments, the port attempts to draw no general conclusions. ut it is clear that the N.J.C. will have to view the Promotion Examination in the light experience gained.

Fewer than 800 candidates this year; tle more than 50 per cent. of successes; ndidates in penny numbers from authorities ving scores of vacancies each year in the rical division—these are facts which neither le of the N.J.C. can afford to ignore. It is vious that the number passing the examina-on bears no relation to vacancies occurring the clerical division as a whole. True, any officers are studying for other examina-ns which will exempt them from the Pro-otion Examination, but there are certainly o few to fill the vacancies that will occur.

Anyone with any knowledge of local authority staffs knows that there are large numbers of general division officers who are not yet preparing to take any examination. Even so, most of them will, with experience, become competent to undertake duties that can properly be graded clerical or higher clerical, but for most of these the Promotion Examination would involve strenuous study over a long period, with success at the end by no means assured and, even if they passed, with no guarantee of promotion to the clerical division and no status or recognition outside local government. They are aware that the N.J.C. has said that after December there will be no promotion from the general division for those lacking a qualification such as the Promotion Examination or recognised equivalent. But they also know that vacancies above the general division will occur, and must be filled, and that local authorities will be tempted to solve the problem by ignoring Charter paragraph 28, thereby encouraging the view that the Promotion Examination is not to be taken seriously. No one with any direct knowledge of local government believes that it can ever be staffed in all grades above the general division with officers who have passed an examination of the scope and standard of the present Promotion Examination. It is an axiom that any regulation which is so at variance with the facts that it cannot be enforced will soon fall into disrepute.

Unless, therefore, paragraph 28 is to become ineffective by tacit consent there are two possibilities. The Promotion Examination must either be so limited in scope that it would provide a practicable test of suitability for promotion from the general to the clerical division and would be strictly designed for and confined to that purpose: or it must be retained at its present standard and placed as a barrier at a higher level in the grading structure. The former alternative would be the more logical since it would merely be adapting the examination to the purpose for which it was established, but the necessary alteration in its scope at this stage might have most unfortunate effects, one of which would be to place the seven hundred students who had already passed it in an anomalous position.

A Practical Solution

The second alternative, therefore, while still logical, is probably more practical; that is, to place the examination in its present form higher up the promotion ladder. The natural place for such an examination test is at the point of transfer from the clerical to the A.P.T. divisions, and I feel certain that most people in touch with the realities of local government would regard it as reasonable to require an examination qualification on the lines of the Promotion Examination at the head of the higher clerical division and A.P.T. III which are nearly equivalent in salary.

Placing the examination at that level would also make it much easier to correlate the Promotion Examination with the intermediates of the professional examinations, which to-day, in practice, often qualify for promotion at that level There is no doubt that officers would then feel that the examination requirement was on a realistic basis.

It would then also be possible to consider afresh what test could appropriately be required for promotion to the clerical division. Certainly it would have to be a test which attracted far more than 800 each year, and one which did not condemn, or appear to condemn, nearly 50 per cent. of those who took it to a lifetime in the general division.

MEMBERS' PHOTOGRAPHS

These photographs are two of several entries for the Contributions Competition, details of which appear on page 457. Can you do as well?

Scene in a Public Market—from E. H. Trafford, Birkenhead branch

L.C.C. Jubilee Celebrations, 1949—from Horace Magson, Willesden branch

Knowing What Facilities are Open to Him is the Student's First Step to Success

Below KENNETH CARTER, B.A., L.L.B., D.P.A., NALGO's education officer, describes the facilities for further education available to officers, but warns that all who participate in them must fulfil their side of the bargain with interest, industry, and integrity.

THE officer who fails to avail himself of readily proffered help in training and qualifying was castigated at the Aberdeen Conference. But the reason for his failure may well be that he is bewildered by the intricate pattern of facilities provided—by local authorities, local education authorities, national and provincial joint councils, area education committees, NALGO branches, Headquarters, and others—and is ignorant of what he has the right to expect and what others have power to provide.

His needs, once he has chosen a career, may be summarised thus:

A qualification which will stamp him as a respected member of the profession of his choice;
A suitable and convenient course of study;
Sufficient time to devote to it;
Text-books; and
The wherewithal to meet expenses.

How these needs are met is described in the paragraphs that follow. Some persistence on the student's part may be needed, however, before he gets all to which he is entitled. That is up to him. This article can only point the way.

1. *Selecting a Qualification*—Since a description of the examinations appropriate to the services would fill a book—indeed, it forms the basis of a book just published by NALGO and reviewed on page 468—it will suffice here to mention the persons from whom advice on the selection of a qualification might with advantage be sought.

The head of the department should be consulted but his advice, though sound, is likely to be to follow in his own footsteps. Wholly impartial, on the other hand, should be the advice of the NALGO branch education secretary, Headquarters, or any organisation set up for the purpose by the area education committee as, for example, in London, where there has been an honorary adviser of studies since the war. London authorities may shortly set up advisory panels of qualified officers as recommended by the Metropolitan education joint council.

2. *Finding a Suitable Course*—Where suitable courses exist locally, the student is unlikely to have difficulty in finding them. If he has, the branch education secretary or the secretary of the local group of the appropriate professional society can help him.

Courses are provided by universities, university colleges, technical colleges, polytechnics, evening institutes, commercial schools, and the like. But where such educational institutions exist but do not coach for the chosen examination, they may be persuaded to do so (a) by the local authority, through its local joint council or establishment committee, under powers prescribed in Charter paragraph 8, "to consider the organisation of courses of study and lectures," or (b) by the local education authority under powers prescribed by the Education Act, 1944, paragraph 41, to secure adequate provision for "full-time or part-time education" or "leisure-time occupation" in organised training "for any person over compulsory school age" willing and able to profit by it.

Of course, there is no reason why a keen group of students should not go direct to the head of an institute, who would doubtless welcome the prospect of arranging a new course, but it might pay them in the long run to get the local authority interested first.

Local education authorities often exercise their powers to arrange classes for local government students where no suitable classes already exist. This they may do direct with local schools or colleges or through the regional advisory council for further education. The latter course will be taken where, for instance, the demand is small but would justify the establishment of classes on an area basis in conjunction with students from other towns, provided that the centre chosen were not an unreasonable distance from those wishing to attend it.

Often, a condition of the inauguration of new courses is that at least 12 students desire to enrol and that an average of at least ten attend—though the more advanced the proposed course the fewer may be the numbers required to justify its establishment.

A number of regional councils are already encouraging the provision of tuition for professional examinations at universities and elsewhere. The Yorkshire council is a case in point. Last year it published a schedule of courses available in the county for most professional qualifications required by local government officers, giving lists of authorities served and making proposals for establishing courses where needed.

Area education committees, too, are busily surveying facilities available and promoting new courses of study where they appear to be needed, and several such committees and many branches are arranging courses of both a specialist and general nature. Outstanding examples include **Preston and Fylde** area's recent week-end revision course for the promotion examination, and the **Metropolitan** area's annual lecture series on public administration.

In the South-West, at the instance of the area education committee the provincial joint council sponsored the setting up of courses for the D.P.A. at no less than six university centres in its area. All are financed by local education authorities—the expenditure qualifying for state grants.

But that is by no means all. Failing oral classes—and sometimes in addition to, or instead of, them—there are many postal courses for those who prefer them.

NALGO's own correspondence institute, launched 30 years ago, has made a careful study of members' needs. Its courses are set out in full in the advertisement on page 465. They have recently been revised and largely re-written and the committee that provides them is ready to consider extending their range to meet members' needs.

3. *Finding the Time*—By "finding time" I do not mean evading the distractions of domestic or bachelor life, but rather seeking permission either to be absent from work to sit for an examination or to study during office hours so that only a part of the burden is carried in the evenings when the officer is tired by the day's official work.

Employing authorities are required by the N.J.C. to grant leave of absence for examinations and are empowered under the Charter to grant it for study and to second officers to full-time university courses for degrees and diplomas in public administration.

In exercising their powers, local authorities have made every kind of provision: **Norfolk C.C.** has given ten days for revision before an examination; **Twickenham** and **Southall** have released staff under 21 once a week at 3.30 p.m. to attend classes from 4 to 7 p.m.; **Nottingham C.C.** has granted one half day a week provided the student attends classes at least one evening a week; **Lancashire C.C.** has conceded a whole day or two half days a week for up to three years; whilst **Berkshire C.C.**, happily inspired, has allowed 24 days a year to students taking tuition by post.

In its new recommendations, the Metropolitan education joint council advises the grant of leave to attend weekend schools and, where the officer is working in his own time, too, to attend courses.

4. *Securing Text-Books*—The recent decision of the local government N.J.C. that local authorities should assist their officers to find text-books is a welcome clarification of the wide phrasing of the Charter requiring the provision of "adequate facilities."

But every citizen has the right to borrow books from public libraries and to tap the resources of the National Central Library. Those and other sources failing, authorities should, to-day, allow up to £5 to purchase the required volumes. Some permit the use of office books at home but others have gone far beyond that.

Nottingham C.C., for instance, has found £1,000 for a text-book library; **Croydon** has voted £150 to purchase expensive text-books, and others have made grants to NALGO branches to administer students' libraries. **Brecon** branch was one which itself took the initiative by establishing a library first and asking the council to subscribe to its cost afterwards.

NALGO Headquarters has a well-selected stock of text-books to lend for periods of up to twelve months each.

5. *Meeting the Cost*—Another recent decision of the local government N.J.C., reported on page 456, imposes a moral obligation on all employing authorities to meet

(Continued at foot of next column)

LEG UP!

Association's Postal Courses Reviewed Reprieved and Remodelled

WHILST many next-term students were relaxing during the holiday season, NALGO's Correspondence Institute was being carefully groomed for coaching them for next year's examinations.

This activity followed an inquiry earlier in the year into whether the continued operation of the Institute could be justified in view of its growing annual cost to the Association—£1,000 in 1947, and £2,000 in 1948.

The committee of inquiry reported that the Institute should continue to operate. In its view, NALGO had an interest in students' welfare, wider than that of a commercial correspondence school.

"Unlike the commercial school," ran the report, "the NALGO Correspondence Institute has no profit motive. It does not rely for a profit on students who fail to complete their courses. Its policy is, and should be, to encourage students to carry on their studies to a successful conclusion."

Once the Institute had a student under its care, it could show him that examination success was only the beginning of his career.

(Continued from preceding page)

substantial part of the cost of preparing and sitting for approved examinations, including the promotion examination. In return, should the authority wish it, the student must undertake to remain in its service for at least two years after passing his examination.

This is to be regarded as an alternative to the payment of sums of £15 and £30 in recognition of success at the intermediate and final stages respectively of certain examinations scheduled in the Charter. Such payments will continue until the authority adopts the new scheme.

But before this decision was announced many authorities were already assisting their student-officers financially. **Nottingham City** recognised success in the general division by a two-years' acceleration of salary; **Sunderland** made loans; **Lancashire C.C.** reimbursed all under 21 with the whole of their tuition, examination fees and travelling expenses, and any over that age with part of such fees and expenses; **Bolton, Crewe,** and **Epsom and Ewell** met travelling expenses; and **Worcester C.C.** paid half the costs of intermediates and finals.

Further, local education authorities are empowered by regulations made under the 1944 Act to award scholarships, exhibitions, bursaries, or other allowances to students pursuing university and other courses and, where appropriate oral instruction cannot be found, to students of approved correspondence courses. The latter point has been taken up by **Surrey C.C.** which has agreed to meet the cost of postal tuition for those under 19 and others where financial need can be shown.

NALGO, too, makes loans in approved cases and awards fourteen £30 scholarships each year to students proposing to qualify in public administration. Its branches and districts award free places at weekend and summer schools.

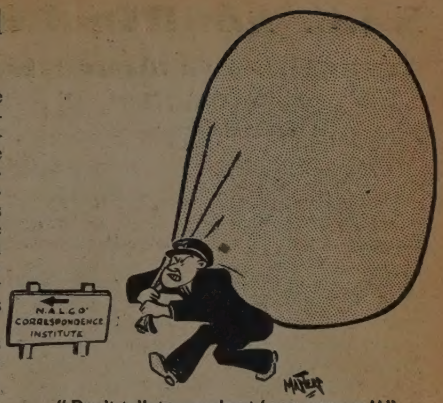
From the above it is clear that the ambitious student, in local government, can have little excuse on material grounds, at least, for making no real effort to qualify. Let us hope that the great wealth of facilities will be matched by the fullest possible use of them and by the student's readiness to work his hardest both in the time off granted him and, to no less a degree, in his own time. If he does not he can hardly complain if the authority feels that the bargain is one-sided and, embarrassed by the shortage of manpower, seeks to withdraw facilities.

The inquiry held that the success of the Association's policy of improving service conditions depended in no small measure on increasing its members' efficiency, of which one method was the provision of tuition for suitable examinations. Furthermore, it was considered advisable to ensure that facilities existed by which members could undertake that "systematic and regulated study of local government" envisaged in the Charter to which NALGO was a party. The only way of ensuring the provision of such facilities was for NALGO itself to provide them.

It further contended that many members were unable to find suitable and convenient classes, and even where they could do so they could still benefit from postal tuition—especially for "brushing up." Some "quite uneconomic" courses would be retained because they were of value to students, but an effort would be made to reduce average costs by attracting more enrolments, and to put the Institute on a self-supporting basis.

One of the results of this decision was, as might have been expected, an increase in the fees charged for several courses, but in no case will the new fees more than cover the cost of the high standard of training given or compare unfavourably with those charged by other correspondence colleges. In three cases, the fee remains the same, and in the course for the examination of the Institute of Hospital Administrators it has been reduced by £1 for both intermediate and final.

The inquiry also resulted in the rearrangement and revision of existing study material and in the creation of five new courses, of which two cater for officers of the public utilities. New courses are already established for housing and electricity supply law, and others are under consideration.



"Don't talk to me about 'new courses'!"

Where new courses have been written, they have been vetted by the highest authority and tested for suitability for the examinations for which they are intended.

Since text-books are, to-day, expensive, scarce, and soon dated by new legislation, the experiment is being made of replacing them with Government publications, where possible, and of designing some elementary courses in such a manner as to eliminate the need for text-books. No general solution is possible, for each course requires separate treatment, but, where text-books must be used, every effort will be made to base the course on two or more so that, should one not be obtainable, another might.

NALGO has secured the services as tutors of men and women in sympathy with its efforts to foster education in the service. They include not a few officers who have themselves been through the mill, who are in daily contact with the matters about which they teach, and who can tackle students' problems from a practical, up-to-date angle.

Summer Schools Lend Perspective To Both Academic And Practical

ABOUT two hundred members attended NALGO's summer schools this year at Hilversum, Holland, and at Oxford, St. Andrews, and Exeter.

In his normal working life, the officer has little time to discuss administrative problems with any but his immediate colleagues whose experience may be as localised as his own. But at summer schools he meets lecturers who are experts in their own fields and fellow students whose ideas on common problems differ from his own.

To the Association, summer schools are but one of the many methods of promoting a qualified service, for, in public administration, the term "qualified" means more than having passed an academic or professional examination. It means the ability to see one's own job in perspective and to do it with the diplomacy and discrimination demanded of the public servant.

At Exeter, a deliberate attempt was made to study administrative problems comparatively. The school included lectures by authorities on the electricity, gas, health, and local government services, and the parliamentary control of public corporations.

So broad a syllabus was admittedly experimental, and the number enrolling was not such as to promise financial success for another such attempt despite the attraction to the public utility members in particular of such big names as Sir Henry Self, deputy chairman of the B.E.A., T. Mervyn Jones, chairman of Wales Area gas board, and Sir Henry Slesser. Why? Because the subjects chosen covered too wide a field? Or because too many members' interests are too highly specialised?

The Oxford school had not so wide a canvas. Its theme was local government—with variations including the relations between local and central government, ably described from the point of view of the civil servant by Sir William Douglas, permanent secretary to the Ministry of Health, and comparative developments on the Continent, traced by Professor Henry Puget, of the Paris University. Another outstanding feature of this school was its long programme of organised visits. These included the printing works of Oxford University Press, Bodleian Library, Clarendon Research Laboratories, Morris Motors, Abingdon, and neighbouring villages.

If lectures are to be devoted to a single theme they must, of necessity, be of an advanced nature and unlikely to appeal to the junior who is most urgently in need of educational provision. On the other hand, without a study of detail the full benefit of the more general lectures is lost. Ideally, there should be at least two kinds of schools—a large one, designed to introduce junior members to the theory and problems of administration, and a number of smaller ones for working out the detail.

Whether or not sufficient students will come forward to make such a programme feasible next year depends largely on the attitude of branches. This year one fifth of those who attended were financially aided by their branches. This is good, but not good enough when it is remembered that NALGO has more than 1,000 branches. True, many are too small to bear alone the cost of a scholarship, but having assured themselves that the facility will be used, could they not combine to send a representative or seek the support of their employing authorities or undertakings?

N.J.C. ADOPTS PLAN FOR MONEY TRAINING GRANTS

Authorities to Bear 75% of Students' Expenses

Success Grants Scheme to be Replaced

Three Classes of Specialists Graded

Absorption of Ex-Regular Warriors

A new scheme of training grants, grading of another three classes of specialist officers, paid maternity leave, and re-settlement of ex-regular members of the Forces were amongst matters discussed at a meeting of the local government National Joint Council on July 26. The more important decisions made by the Council are given below.

THE National Joint Council approved a recommendation of its executive committee setting out for adoption by local authorities a new scheme of financial grants to help officers train and qualify.

Courses of study qualifying for grants under the scheme should be appropriate to the work of the department and approved by the departmental head. Preparation for the promotion examination is included.

The new scheme is intended as a substitute for the system of recognising success at examinations by monetary grants. But it is provided that the local authority may not discontinue such grants until it *has* adopted the new scheme. That provision was included to meet the staff side's desire to protect the officer against an authority discontinuing one kind of grant before beginning the other. The grants approved are:

Fees—75 per cent. of (a) tuition fees, and (b) registration and exemption fees; and the full examination entry fee for the first attempt.

Expenses—75 per cent. of the actual amount spent on travelling to attend courses of study and to sit for examinations.

Practical training—75 per cent. of the expenses of securing practical training as a condition of entry to an examination.

Text-books—50 per cent. of the cost of purchasing text-books not available at public, special, or other libraries or sources—to a maximum of £5.

But no provision is made for grants towards the cost of premiums, professional society administration fees, call fees for Bar examinations, stamp duty on articles, or similar expenses.

Other provisions of the scheme are:

1. Before receiving a grant, an officer may be required by his employing authority to give an undertaking to remain in its service for two years after qualifying provided that a post is available requiring the qualifications he has secured.

2. Employing authorities should provide full facilities for lending text-books to students.

3. Grants for the second and succeeding years of study will be paid only on production of satisfactory evidence that the officer has passed the appropriate examination or otherwise made satisfactory progress in the previous year's study.

In its deliberations, the Council had before it a report of the Local Government Examinations Board that the prospect of promotion rather than a monetary grant should be regarded as the proper incentive to study, but that, since the argument had been made that success grants had in the past contributed to the student's expenses and that, moreover, local authorities were required under the Charter and empowered under the Education Act, 1944, to provide facilities, it was right and proper for local authorities to assist the training of staffs by some kind of money contribution to the costs of studying.

The above represents an early summary of the main provisions of the scheme and does not necessarily reflect the exact phraseology in which it will be issued.

Other matters discussed and decisions taken by the council include:

Grading of Special Groups—The Council approved recommendations for the grading of certain professional and technical posts, to date from October 1 this year, the next increments becoming due on April 1 next. Officers already receiving higher salaries than those recommended are protected by a "no-detriment" clause.

1. *Assistant Solicitors*—the decisions, which are intended to apply to newly-qualified solicitors engaged mainly on the kind of legal work normally assigned to such officers, are:

(a) After admission and on first appointment, to be graded within A.P.T.V.(a) (£550—£610);

(b) After two years' legal experience from the date of admission, to be graded in A.P.T. VII (£635—£710);

(c) In both cases, the employing authority may recognise special merit or ability either by a suitable placing within the appropriate grade or by accelerating the payment of increments.

Where additional duties and professional work of a more responsible character are involved, grading is, for the time being, to be left to the employing authority.

2. *Engineering and Surveying Assistants*—the decisions, which are intended to cover staff up to and including qualified junior assistants, are:

(a) Articled pupils, apprentices, and learners, to be graded in the general division;

(b) Junior assistants (other than University graduates) having completed professional training according to the scheme for the training of municipal engineers, to be graded in A.P.T. II (£420—£465);

(c) Assistants having completed training as above and passed the intermediate or equivalent examination of the appropriate professional body, to be graded in A.P.T. III (£450—£495);

(d) Graduate assistants with less than one year's practical experience, to be graded in A.P.T. I (£390—£435); with one year but less than two years' practical experience, to be graded in A.P.T. II (£420—£465); with two years' or more practical experience, to be graded in A.P.T. IV (£480—£525); and

(e) Assistants with at least five years' experience (including period spent on theoretical training) having passed the final examination of the appropriate professional body, and graduate assistants with two years' practical experience having passed such final examination, to be graded in A.P.T. V (£520—£570).

Grading of posts above the level referred to in paragraph (e) will, for the time being, be left to the employing authority. Graduate assistants with technical experience in H.M. Forces to have such experience taken into consideration when their grading is being determined.

The professional bodies whose examinations are referred to in paragraphs (c) and (e) are: Institution of Civil Engineers, Institution of Municipal Engineers, Royal Institution of Chartered Surveyors, Institution of Structural Engineers, and Town Planning Institute.

3. *Architectural Assistants*—the decisions are:

(a) R.I.B.A. probationers, articled pupils, learners, beginners and trainees, to be graded in the general division;

(b) Assistants, having attended full-time courses and passed the R.I.B.A. Intermediate examination or its equivalent but with less than one year's practical experience, to be graded in A.P.T. II (£420—£465);

(c) Assistants as in (b) with one year's practical experience, or assistants having worked at least three years in an architectural office and passed the R.I.B.A. Intermediate examination or its equivalent, to be graded in A.P.T. III (£450—£495);

(d) Assistants having passed the R.I.B.A. Intermediate examination or its equivalent, and thereafter worked two years in an architectural office, to be graded in A.P.T. IV (£480—£525);

(e) Registered architects to be graded in A.P.T. V (£520—£570).

The grading of posts above the level of qualified assistant referred to in paragraph (e) to be left, for the time being, to employing authorities.

Allowances for "Outside" Officers—The Council agreed, with certain exceptions, that "travelling" or "outside" officers—that is, officers normally engaged for the major portion of their time on duty away from their administrative centre—be paid the following meal allowances: lunch, 2s.; tea, 1s. 3d.; dinner, 3s.

These allowances are half the meal allowances set out in the Charter which apply to officers who, in the performance of their normal and routine duties, are prevented from taking a meal at home or at their administrative centre but for whom such an occurrence is not a regular feature of employment.

The scheme also provides that officers may be required to certify that expenditure on meals for which allowances are claimed has actually been incurred; and that where an officer is able to have his meal in a council establishment, such as a civic restaurant, only his actual expenditure should be reimbursed.

Where, however, an employing authority has already applied the full meal allowance to its "outside" officers, it shall continue to do so except where it clearly stated that it would only do so pending a decision of the N.J.C.

Ex-Regular Servicemen—Following a request from the Ministry of Health that the Council should consider arrangements for absorbing into the local government service a proportion of ex-regular serving members of H.M. Forces it has declared its support of the proposal in principle, and has made the following recommendations for its implementation:

(a) New entrants under the scheme should possess proper qualifications, either by examination or otherwise, and the Local Government Examinations Board should be requested to consider the establishment of a suitable entrance examination and a modified form of Promotion Examination and the linking together of such arrangements with suitable schemes of training in the Services;

(b) No statutory prescription as to numbers to be admitted should be imposed;

(c) The National Joint Council should establish a national register of vacancies in local authority employment and of suitable candidates.

The national joint councils for manual workers (non-trading) services and for county council roadmen are also interested and, when they have decided upon their policy, an administrative scheme will be worked out in conjunction with the government departments concerned and notified to employing authorities.

Transport Officers—Hours of Work—On a question raised by the staff side regarding the working week of revenue cash clerks, debit clerks, and ticket clerks graded in the general and clerical divisions of the Charter, the Council ruled that the correct interpretation of paragraph 6 of the transport grading scheme was that the working week of such staff was 42 hours except where it was a special condition of employment that longer hours should be worked.

Maternity Leave—Approving the broad principle, the Council instructed the joint secretaries to prepare a detailed scheme for paid maternity leave for married women.

"Just Another Clerical Union!"—Does NALGO Deserve This Taunt?

By J. S. T. WILLIAMS

T has long been NALGO's proud boast that, as a trade union, it is nique, since its membership includes not nly all grades, from the chief officer to ie office boy, but all the different pro-ssions and occupations which combine serve the citizens of the modern state.

Recruiting in such a wide field has been no sy task, and maintaining such a varied embership is likely to become more and ore difficult. NALGO must therefore ow conclusively that it is the best possible ade union for the officers of the nationalised rvices and for all types of local government ficer.

The 1937 Superannuation Act is an out-anding example of what NALGO has one for *all* local government officers, but ice then there has been a tendency to con-ntrate on the clerical and administrative ficers to the detriment of others.

MORE COMPETITION ARTICLES

This article is the second entry for the "L.G.S." Contributions Competition to be published. Other entries—photographs and articles—appear on pages 453 and 464.

The best contributions received each month will be published—and paid for at normal rates. When the competition ends, next April, prizes of twelve, eight, and five guineas will be awarded for the three articles judged to be the best of the series.

Articles may be on any aspect of the work, organisation, or future policy of NALGO or its ancillaries, but must be constructive and calculated to interest the majority of readers. They must be typed or written on one side of the paper and must not exceed 1,500 words.

We also offer two prizes of ten and five guineas respectively for the best photographs of subjects likely to be of interest to readers.

Full details of the competition appeared in the April journal.

For instance, one of the most persistent mplaints is that no adequate provision has en made in the Charter for women short-nd-typists. The employers contend that clerical and A.P.T. divisions are not ended for shorthand typists, but circum-nces have compelled them to apply the ieral division scale to women without ict regard to age. This, however, is merely alliative : the problem will not be solved juggling with general division increments. industry a good shorthand-typist can com-nd a much higher salary than the general ision scale, to say nothing of a five-day ek and better welfare amenities, but in al government only those who can claim be "supervisors" or "personal assistants" ve any hope of reaching the clerical division. n an effort to meet the situation, the erdeen Conference demanded special grades, the logical sequence to special grades is ecial examination for promotion. Though ALGO's long-term policy is to develop ully-qualified and trained local government vice, it is unfair to expect a shorthand-ist, whose local government career is not ly to exceed ten years, to study for the motion Examination—as it stands to-day. hief criticism of the examination is that demic tests do not prove practical ability. e is an opportunity to provide a test that uld. Let the ambitious secretary prove worth by taking a shorthand-typing test submitting a general paper on the work her department. Then there need be no d feelings, as there often are to-day, when neone is awarded a "special merit and ity" increment.

Another unhappy band are the unfortunates in the miscellaneous division. Although the Charter ignored shorthand-typists, it made special provision for those officers considered unsuitable for the clerical and A.P.T. divisions —specially low provision, too ! That was how the miscellaneous division was born, a poor thing at birth, yet becoming even poorer in 1947 when the National Arbitration Tribunal passed it by whilst increasing the maxima of the general and clerical divisions.

Many delegates at Aberdeen voiced their indignation at the plight of the miscellaneous division officer, but Conference decided to await the outcome of the National Joint Council's consideration of a proposal to establish separate grades outside the Charter for miscellaneous officers. If it does this, the Council must also decide what constitutes a "miscellaneous" occupation as opposed to a clerical or administrative one. Otherwise local authorities will continue flagrantly to misuse the miscellaneous grades as an opportunity to grade an officer lower even than the general division.

The fact that the duties of a certain type of officer are not performed exclusively at a desk does not excuse the local authority's refusal to find him a place in the Charter, or the waste of much time in drawing up a new scheme. There is no reason why there should be no appropriate examination for such officers to qualify for the A.P.T. grades. Provided it were a practical and not a theoretical test, many would enter for it. If NALGO recruits "miscellaneous" officers, it should insist on their being included in the Charter with opportunity for promotion equal to that of other officers.

Is not NALGO, despite its claim to be all-embracing, tending to become more and more a clerical trade union ? Doubtless, many cases can be cited to show how it has co-operated with professional organisations and gained benefits for certain classes of our members—benefits which would not otherwise have been won—but the fact remains that the clerical and administrative officers' point of view predominates at all levels.

We all know what happens when a new professional officer joins the service. Although at first he is a keen member, regularly attending branch meetings and supporting its functions, after a month or two his enthusiasm wanes. Why ? Because he feels out of place ; he finds that he has little in common with the lower-grade clerks making up the bulk of active membership. If NALGO's claim to represent all classes of local government officer is to be justified, it must convince all that it can appreciate and satisfy their peculiar needs and problems. Has it done so yet ?—for sanitary inspectors for example ? On its ability to do so depends its continued success.

EDUCATION NOTES

Unqualified Denied Entry to London D.P.A.

EXTENSIVE changes have been made in the syllabus and regulations for admission to the examination for the London University diploma in public administration.

Students registered before July 20 this year should complete their studies without delay, since the examination will be held under the old regulations for the last time in 1951.

Hitherto, provided a candidate were over 18, had had two years' service in the office of a public authority, and could give satisfactory evidence of having attained the school certificate standard of education, it was possible for him to register for admission to the examination.

Now, registration for the external and extension diplomas will be restricted to those with three years' experience in public administration who hold either a university degree or an "approved professional or technical qualification." For the academic (or "internal") diploma, however, those satisfying the university that, at the time of their application, they occupy a responsible administrative position with a public authority and that their experience and education qualify them to be considered as the equivalent of graduates for the purposes of the diploma, may be allowed to register.

Students taking the internal diploma must attend an approved course within the university. The university has not published a list of approved qualifications or defined a "responsible administrative position."

The new syllabus will consist of four compulsory subjects—public administration, statistics, economic and social history, and social and political theory—and two optional subjects chosen from constitutional law, the history and principles of central government, the history and principles of local government, the evolution and administration of the nationalised industries, and economics with special reference to public finance.

Each candidate must submit an essay of 5,000 words on an approved theme related to one of his optional subjects.

International Exchange Visits

THE reciprocal exchange of visits between officers of British and foreign public services is at last beginning.

Soon after the 1948 Conference had called for such arrangements to be made, NALGO Headquarters got into touch with organisations in the U.S. and in five European countries, but, although a number of encouraging replies were received, and lists of those interested on both sides were sent back and forth, only two interchanges have been made so far. Six more are in the offing, however—three with Dutch and three with Danish officers.

Of the 60 members who inquired about the scheme, 40 indicated their willingness to participate but only twelve took up the introductions suggested to them. Doubtless, the high cost of travelling and the need to lay plans well ahead have both acted as deterrents. Latest idea is a group exchange, and offers for this have come from both Lyons and Vienna.

Branches interested in either group or single exchanges during 1950 should write *at once* to the Education Officer, NALGO, 1, York Gate, N.W.1.

London Area Programme

THE **Metropolitan** area education committee announces three lecture-series for administrators, public speakers and those wishing to bring themselves up-to-date in local government law. Lecturers are : F. H. SMITH, LL.D., D.Litt., RAYMOND RAYNER, Secretary, Guildhall School of Music and Drama, and G. FINLAY, barrister-at-law. Write A. E. ODELL, 28, Felstead Road, Wanstead, E.11.

Usk School's Promise

THE **Monmouthshire** branch weekend school at the School of Agriculture, Usk, from September 23 to 25 promises to repeat its success of last year. The fee is £2 5s. Write K. W. JONES, County Hall, Newport, Mon.

National Insurance Arrears—Is it Worth Your While to Pay Them?

Has the Ministry of National Insurance asked you to pay arrears of contributions due before July 5, 1948, with a warning that, unless you do so, you stand to lose benefits under the Insurance Acts? If so, the following article, summarised from the "National Insurance Gazette," will help you to decide whether it is worth while to pay the arrears.

EVERY "existing contributor" to national insurance on July 5, 1948—that is, every person who paid contributions under the old Acts after January 7, 1946—will receive or has already received a statement of contributions in arrear, together with a request to pay them.

This perplexes many persons who thought that they were "new entrants" to the new national health scheme when it began on July 5, 1948, but have since found that because they paid contributions under the old scheme at some time between January 7, 1946, and July 5, 1948, they are deemed to have been continuously insured, that is to say they are regarded as "existing contributors."

Who are such persons? Most are former members of the Forces, compulsorily insured whilst serving, demobilised during 1946, and non-insurable thereafter, except voluntarily, by reason of having entered employment not compulsorily insurable under the old scheme, that is, employment in which the remuneration was above the limit for compulsory insurance, namely, £420.

Such a person was Mr. X, whose insurance history was as follows:

April, 1932—first employed; compulsorily insured.
January, 1939—remuneration exceeded £250; insured as voluntary contributor.
January, 1940—called up to Forces; compulsorily insured whilst serving.
March, 1946—demobilised; remuneration exceeded compulsorily insurable limit (£420) but no voluntary contributions were made since the contributor did not think it worth while, knowing that a new Act would shortly be introduced.
July, 1948—contributed under the 1946 Act.

Having contributed since January 7, 1946, Mr. X is therefore regarded as an existing contributor.

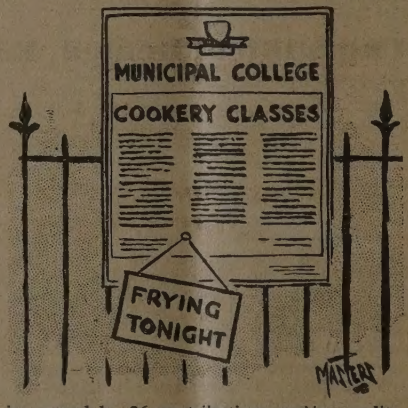
Needless to say, such persons feel disgruntled when called upon to fill the gaps in their contribution records as an alternative to loss of benefit. "We are penalised for having been in the Forces," they protest. "Why should those who never paid contributions at all before the new scheme began, receive benefits which we may be denied?"

The answer is beyond the scope of this article, but all will agree that some form of transitional arrangement was necessary when the new Act came into force to ensure that credit was given to persons who had contributed under the old Acts. Those who, for instance, had ceased to pay under the old Acts only one month before they began under the new should obviously receive some credit for their past contributions, but those who had allowed their earlier contributions to lapse for, say, five years, could hardly expect any such credit. The line had to be drawn somewhere and those who drafted the scheme drew it at January 7, 1946—the first pay-day in 1946 for weekly wage-earners.

Fairly or unfairly, therefore, on July 5, 1948, all who contributed, like Mr. X, under the old scheme after January 7, 1946, were dubbed "existing contributors" and deemed to have been continuously insured since 1936 or the date on which they last entered insurance, whichever was the later (1936, in Mr. X's case), whilst all who had never contributed under the old scheme or had ceased to contribute before January 7, 1946, were deemed to be "new entrants."

This decision made, the legislators realised that unless some relief were given thousands would be faced with heavy bills for arrears and the Ministry with the impossible task of collecting them. So all arrears before July, 1947, were forgiven and forgotten. This meant that none need pay more than one year's arrears—that is, for the year July 1947-8—but it was hard luck for the conscientious who had already paid both years' contributions.

With few exceptions, title to sickness and maternity benefits is the same for both existing contributors and new entrants. Either qualifies for the full rate of benefit during July 1949-50 provided he has paid 50 contributions or received credits for those he has not paid to a total of contributions and credits of not less than 50 in the twelve months immediately preceding. Title to a reduced rate of benefit



is secured by 26 contributions and/or credits.

The advantage of being an existing contributor is mainly that, provided a yearly average of 50 contributions has been paid or credited and provided also that the date of entry into insurance preceded September 30, 1946, only 104, or two years' contributions are needed to qualify the contributor for widow's benefit and retirement pension, the new entrant requiring 156 or three years' qualifying contributions. Further, even where entry to insurance was made after September 30, 1946, the condition requiring payment of 156 contributions will be fulfilled by existing contributors earlier than by new entrants, who do not qualify until 1951 at the earliest.

Outstanding arrears for 1947-8 will, however, reduce the yearly average contribution and if that average falls below 50 the rate of benefit is reduced accordingly. By how much? This can be calculated from the scale in the panel on this page. The effect of arrears on retirement pensions depends upon the yearly average. The contributor should calculate what his average is likely to be by the time he reaches retirement age. He should count 52 contributions paid or credited each year from July, 1948, onwards, that is, two each year over and above the number required to qualify him for a pension. If the total surplu between now and retirement is big enough t offset his arrears, then he need not pay tho arrears. If it is not, however, he should pa all or some of them. This will depend upo the extent of the arrears and the age of th contributor. Each case is different and mu be decided independently.

What would Mr. X decide? First he mu ascertain his total contributions and work o his yearly average. In fact, his contributio were:

1936-7	52	1943-4	52
1937-8	52	1944-5	52
1938-9	50	1945-6	53
1939-40	50	1946-7	52
1940-1	52	1947-8	Nil
1941-2	52	1948-9	52
1942-3	52	*Total*	621
		Average	48

Clearly, therefore, Mr. X fulfils the fir requirement, that is, that he should have pai or received credit for 104 contributions sinc last entering insurance. He actually has 62 since he was held to have been continuous insured since 1936.

Assuming him to be 34, 31 years must elaps before he can qualify for a pension at 65 an if he pays, or is credited with, 52 contributio each year, his average of 48 over the pa 13 years (1936-49) will reach 50 in anoth 13 years—18 years before his retiremen Therefore in this respect at least he need n pay the arrears.

A different consideration applies to title t widows' benefits. The contributor shou study the scale carefully and consider the co of making up any arrears to bring the year average to 50, bearing in mind that should h die before all the arrears are paid his wido must suffer loss of benefit.

How would this work out in Mr. X's case The cost of settling up for the arrears wou be two contributions for each year since 193 that is 26 contributions on his 1947-8 card 4s. each, or a total of £5 4s. Reference to th scale will show that should he die befo materially affecting his yearly average, h widow would suffer reductions in her week allowance (for the first thirteen weeks of h widowhood) of 1s. 6d. from 36s. to 34s. 6d., her pension of 1s. from 26s. to 25s. and, shou she be a mother, in her widowed mother allowance of 1s. from 33s. 6d. to 32s. 6d.

Contributors should put themselves in M X's place and ask themselves: "Is it wort while paying £5 4s. now to secure my wife a additional income of 1s. 6d. a week for thirtee weeks after my death and thereafter an add tional 1s. a week, or £2 12s. a year, for the re of her life?"

Full—and Reduced Benefit Rates

The *full* weekly rates of benefit are: widow's allowance, 36s. payable for the first 13 weeks of widowhood; widowed mother's allowance, 33s. 6d. payable for 11 years after that; widow's pension, 26s. from then till attaining the age of 60; and retirement pension, 26s. from the age of 60 till death.

Where the contributor's yearly average number of contributions paid or credited falls short of 50, the following *reduced* benefits are payable:

Yearly Average	*Widow's Allowance* s. d.	*Widowed Mother's Allowance* s. d.	*Widow's or Retirement Pension* s. d.
48-49	34 6	32 6	25 0
46-47	33 0	31 6	24 0
43-45	31 6	30 6	23 0
40-42	29 0	28 6	21 0
37-39	26 6	26 6	19 0
34-36	23 6	24 6	17 0
30-33	21 0	22 6	15 0
26-29	18 0	20 6	13 0
22-25	15 0	18 6	11 0
18-21	12 6	16 6	9 0
13 17	9 6	14 6	7 0
Under 13	Nil	Nil	Nil

N.E.C. Committee Welcomes London Proposals For Encouraging the Officer to Qualify

AT its meeting on July 9, the education committee of the N.E.C. adopted a resolution welcoming recommendations for the post-entry training of London local government officers made in March by the Metropolitan Education Joint Council.

The Council is a joint body set up by the four London local government joint councils to undertake the education and training of officers in accordance with Charter requirements.

Copies of the scheme have been sent to the secretaries of the district joint councils for circulation to constituent authorities. Its recommendations include :

1. Establishment by each local authority of a panel of suitably qualified officers drawn from various departments to advise on training and examinations and on the application of any local schemes ;
2. Attendance at a short course of instruction in the elementary principles of public administration for new entrants with less than twelve months' local government experience ;
3. Provision by the local authority of accommodation and library facilities, suitable financial aid for specific examinations or courses, and a reasonable amount of time off, with pay, for study—provided that the officer himself demonstrates that he is making a "reasonable effort" to meet his own needs ;
4. Temporary secondment of officers to other departments to widen their experience ;
5. Encouragement to embark on courses of study and research and to attend summer and week-end schools ; and
6. Grants and facilities for long-term courses where there is evidence to show that the officer would benefit by them.

Amongst other matters discussed and decisions taken by other N.E.C. committees meeting on the same day were:

Water Engineers' N.J.C.—The Association's representatives have had tentative discussions with bodies interested in the establishment of a national joint council for water engineers and their deputies. The N.E.C. will be asked to agree that the Association should participate in the work and decisions of such a council, to accept four staff side seats upon it, and to instruct a sub-committee to appoint representatives to fill them when occasion arises.

Sanitary Inspectors' Scales.—Representatives of the Sanitary Inspectors' Association have been invited to meet N A L G O leaders for full and frank discussions of the scales adopted for sanitary inspectors by the local government N.J.C. on April 27, the negotiations which led up to their adoption, and the present relationship between the two associations.

Deferred Call-up for Students.—The sub-committee charged with the revision of the local government Charter will be asked to consider the amendment of paragraph 8, "Post-entry Training," to make more definite provision therein for the deferment of call-up to national service of young men studying for qualifying examinations.

Valuation Panel Staffs.—Following representations by the Association, seeking the preservation of the rights enjoyed by valuation panel staffs under the Charter, the Minister of Health decided that the Charter in its entirety, including its appeal provisions, would be applied to them.

At the Association's first approach, the Minister rejected the application of the Charter in bloc, on the ground that it was designed for staff having a single employer and not for those who, like valuation staff, would be appointed by a panel but paid by a Minister. Later, however, he took the view that the panel should be regarded as the employer, not the Minister, and that the whole scheme could apply. If the arrangement did not work satisfactorily, it might have to be reviewed, but such an eventuality was unlikely in the Minister's view.

Child Neglect.—Sub-committees have been appointed to discuss with the Education Welfare Officers' National Association :

1. The reference to the N.E.C. of the motion tabled at the 1949 Conference deploring the failure of the Home Office to issue regulations under the Children's Act, 1948, particularly with regard to the interchange of information between children's officers and education welfare officers ; and

2. The paragraph of the annual report rejected by Conference stating that the N.E.C. had decided to take no action on an earlier reference from Conference urging the amendment of the Children and Young Persons Act, 1933, to compel local authorities to make inquiries and take proceedings in cases of child neglect.

Injuries on Duty.—An informal interview will be sought with the Minister of Health on the possibility of legislation empowering local authorities to safeguard, by insurance or other means, the financial position of officers injured whilst on duty.

Branch Management School.—A national weekend school of branch management will be held at Bedford College for Women, Regent's Park, London, N.W.1, during the weekend September 30—October 2, to discuss the organisation and syllabus of similar schools at district level. Each district has been invited to send three representatives, selected as potential organisers of and lecturers at district schools, where instruction and guidance will be offered to recently appointed and future branch officers.

Research Panels.—The N.E.C. will be asked to sponsor the establishment of research panels to consider and report their findings on a number of subjects for inquiry, including:

The future structure and functions of local government;

The structure and administration of the nationalised and regionalised services ;

Possible future development of municipal services within existing powers ;

The drift from the service and recruitment difficulties ;

Organisation and Methods in the local government and nationalised services ;

The strength and weaknesses of collective bargaining machinery and how it could be improved; and

The personal relationships and contacts between officials and the public.

N A L G O Propaganda.—A sub-committee is to examine all propaganda issued by each department of the Association, to make suggestions for future material, and to consider the publication and distribution of a loose-leaf dossier of service conditions notes to be kept permanently up-to-date by additions and amendments as occasion might demand.

"Local Government Service."—As a preliminary to action on the Confefence resolution calling for big improvements in "Local Government Service," a sub-committee has been appointed to investigate and report on the complete re-modelling of the journal. It is doubtful whether fundamental changes can be introduced before January but, in the meantime, the N.E.C. will be asked to approve an increase in its annual financial vote to permit the enlargement of the journal by eight pages and the use of the space so gained for lengthier reports of service conditions matters, for articles to ventilate members' views and stimulate controversy, and, if possible, for the inclusion of more articles of a wide popular interest.

Building Society Interest Rate Up By ¼%—But Still Lowest in Country

THE management committee of the N A L G O Building Society announces a number of changes in its terms including an increase of ¼ per cent in the rate of interest on existing and future loans for house purchase.

The new rates, which will affect existing mortgages from January 1 next and future mortgages on and after September 16 this year, are :

	In sole possession	*In part possession*
Ordinary repayment scheme	3½%	3⅞%
Fixed mortgages and mortgages under the combined house-purchase and endowment scheme ...	3¾%	4¼%

The management committee regrets the necessity for increasing the rates but points out that, though in January, 1946, the present rate of 3¼ per cent provided an adequate margin above the 2½ per cent allowed on investments, the future is threatened by an estimated rise since then of £20,000 in income tax paid annually and of £7,000 in management expenses.

The new rate of 3½ per cent is still well below the 4 per cent charged by all other national societies (and the N A L G O Building Society itself before January, 1946), and still reflects the Society's pledge to pass on to its borrowing members the full benefit of its comparatively low administration and overhead costs—the result of strict economy and of invaluable work by local correspondents.

The committee warns present and prospective borrowers that, even when the new rates operate, the margin between expenses and receipts will still be as finely cut as prudence permits and, should higher taxes or some other unforeseen circumstance further increase the Society's outgoings, further changes might have to be considered.

Existing borrowers will be informed individually of the change. It will not, unless they wish it, involve any increase in the amount of monthly payments. Instead the term of the repayments will be slightly lengthened.

The second change announced by the committee is the restriction of future advances to a sum not exceeding four-fifths of the purchase price or value if lower—to a maximum, as before, of double the pre-war value. It is imposed in the hope of reducing the present overwhelming demand for advances which, in the absence of a big increase in investment income, might exhaust the Society's available funds, if allowed to continue unchecked.

Further, in fairness to members wishing to buy houses to live in, the Society will accept no more applications from those who are already buying their homes through other societies and desire to transfer their mortgages to N A L G O.

The release fee charged on redemption of a mortgage is up from one-half to one guinea to keep pace with the increased cost since 1932 when the original fee was first determined.

Promotion Examination

QUESTION papers for the 1948 and 1949 Promotion Examination are available, price 1s. 6d. each from the Secretary. Local Government Examinations Board, 37, Upper Grosvenor Street, S.W.1. Next year the examination will be held from April 24 to 28.

ELECTRICITY SERVICE NOTES By L. G. MOSER

"Extended Range" Grades Will Receive Increments After One Year : No Effect on Final Scheme

BECAUSE the National Joint Council for Electricity administrative and clerical staff does not expect to promulgate its permanent scheme of salaries before April 1 next, it agreed at its July meeting that the following increments should be paid to those covered by the extended interim scheme :

Salary Range	*Increment*
A—Below £350	£15
£350—450	
B—£450—550	£20
C—£350—450	
D—£450—600	
E—£600—700	£25

The granting of increments is subject to the following conditions :

1. Increments should be adjusted within the prescribed maxima of the salary ranges.

2. Increments should be granted only after one year's service in a particular range, or step within that range, except where an employee who was transferred from local authority employment after April 1, 1948, continued at the same salary after assimilation into the extended interim scheme. Such an employee should receive his increment from his previous incremental date.

3. The granting of an increment is subject to a report as to satisfactory and competent service. Should such a report be withheld, the reasons must be given to the employee concerned.

4. Increments are granted on an *ad hoc* basis and without prejudice to the negotiation of the permanent agreement.

5. The option originally given to employees to accept or reject grading under the extended interim scheme should be re-opened to employees who previously rejected the grading. If they now elect to accept the grading, it should take retrospective effect from April 1, 1948.

It must, of course, be understood that the incremental scheme is not expected to be retained after the present year, since the permanent scales should supersede the interim scheme before the next increment becomes due. The salary ranges have *not* been converted into progressive scales. Neither is there any implication that any person now receiving a salary at an intermediate step in the range will eventually rise to the maximum of that range.

Last January, the N.J.C. agreed that officers transferred to the interim general clerical scale, who would have received during the year ending March 31, 1949, higher salaries by virtue of higher increments under their existing scale, should receive such higher salary for a period of twelve months.

This provision has now been extended for a further twelve months to cover larger increments which would have been due not later than March 31 next.

Holidays and Sick Pay

Questions have arisen as to whether previous service with a local authority other than service in an electricity department should count in determining entitlement under the holiday sick pay schemes. The N.J.C. has now ruled that only service in an electricity undertaking may count.

Demarcation Problems

No discussions have yet been held between representatives of the N.J.C. and the National Joint Industrial Council for electricity manual workers to settle whether certain employees fall within the purview of one body or the other.

Progress has, however, been made with a similar problem concerning the N.J.C. and the National Joint Board for electricity technical staffs. The standing committee of the staff sides of these two bodies met recently and issued the following statement :

"The recent publication of recommendations made by the employees' national committee on the question of which staff should be governed by the N.J.B. negotiating machinery and which by the N.J.C. has been misinterpreted and has resulted in some applications for transfer of membership.

"It should be made clear that these recommendations are still under discussion in the most friendly spirit by the organisations directly concerned and that only after they have agreed on demarcation lines and their joint proposals have been discussed and agreed with the electricity boards will it be decided which negotiating machinery is to deal with the staff concerned, including certain commercial and drawing office staff."

Until such a decision is made, the standing joint committee recommends that :

"1. Applications to transfer from an N.J.C. union to the N.J.B. union or vice-versa shall not be accepted, except where the joint secretaries agree there is no doubt that the applicant will be covered by the negotiating machinery of the union to which he wishes to transfer.

"2. Staff at present governed by N.J.C. salary scales and conditions should continue to be so governed and staff on N.J.B. grades and conditions should remain thereon.

"3. Where a staff vacancy occurs, it should be filled by appointing on the same basis (N.J.B. or N.J.C.) as previously applied to the position."

The views as set out in paragraphs 2 and 3 above have been conveyed to the employers' secretaries of the N.J.B. and the N.J.C.

The "Fourth Leg"

The grades to be covered by the proposed negotiating machinery for managerial staff have still not been finally decided. Unfortunately, the differences between A.M.E.E. on the one hand and N A L G O and the E.P.E.A. on the other have, if anything, widened. It is now evident that the scope of the new body will be wider than at first expected and N A L G O is definitely claiming representation upon it. *Members and prospective members should therefore pay no heed to any suggestions to the contrary which may be made from certain other sources.*

Consultation and Overtime

The two Conference resolutions of most importance to electricity members were those concerning (a) consultation on the final agreement and (b) overtime. Both have been fully considered by the national electricity consultative committee which has submitted its recommendations to the National Executive Council for approval but the observations of district consultative committees will be sought before any decisive steps are taken.

The necessarily curtailed report of Conference proceedings in the July-August journal did not, perhaps, make clear what efforts had already been made by the staff side to secure overtime for all grades. It will be known that the existing overtime provisions, limited to the interim general clerical scale, were won only as a result of great pressure by the staffs and that when the extended scheme was later negotiated, the employers were totally unprepared to extend them to other grades.

The question was again discussed at the N.J.C. in May but the employers still refused to grant any payment for overtime even to those on ranges A and C receiving less than the maximum of the general clerical scale. It was evident at that meeting that further pressure would not only be unsuccessful, but would harden the Boards' resistance in negotiations for other conditions of service and thus result in less favourable terms. Indeed, demands for better holidays for the lower age groups had already been resisted because overtime had been granted to the interim general scale. It was therefore agreed to "defer discussion on the principles involved until the negotiations for the permanent agreement take place."

If, in spite of this, district consultative committees, still consider that the payment of overtime should be pressed further before the final agreement is negotiated, they should ask their district joint council representatives to obtain, if possible, through the district joint council, details of the amount of unpaid overtime now being worked.

HEALTH SERVICE NOTES By G. W. PHILLIPS

Interim Appeals Committee For Administrative Staff

NEW and improved salaries, provision for grading appeals, and the extension of existing joint machinery to new groups of officers, are among recent developments affecting health service staffs.

A brief analysis of the latest information concerning the work of the General Council and each of the four main functional councils with which N A L G O is associated, is given below.

General Council—The council is still engaged in preparations for the establishment of hospital consultative committees and regional appeals committees.

There is, unfortunately, some disagreement between staff and management over the basis of representation on the staff sides of the consultative committees, but it is hoped that this will soon be resolved.

Administrative and Clerical—The functional council has approved a constitution for its interim appeals committee, which will hear grading appeals until regional committees can be established for the purpose. The committee will receive and decide appeals on the local application of national conditions. It will not concern itself with appeals against dismissal or disciplinary action.

Administrative or clerical officers wishing to submit a case to the committee should do so through the recognised channel, namely, the N A L G O branch secretary and the district officer.

Though details were not available when this journal went to press, it was understood that agreement had been reached for substantial increases in most ranges of the scales for clerks of executive councils.

The Industrial Court has heard the staff side case for improvements in the scales of secretaries to boards of governors of teaching hospitals but its findings have not yet been announced.

Negotiations have begun on claims for general and clerical grades, finance and supplies officers and their deputies, and chief officers of regional hospital boards. The outcome of the claim made on behalf of the A.P.T. division is awaited.

Nurses and Midwives—Committees appointed to consider the salaries of midwives and mental and public health nurses have had a number of meetings and are expected shortly to come to agreement on new scales for midwives and mental nurses. Discussions concerning public health nurses had not begun when this journal went to press but the management side was considering staff side proposals and it was hoped that discussions would open shortly and that an award would be not long delayed.

Professional and Technical "A"—Staff side proposals have been submitted for all management grades covered by the council and negotiations should begin soon.

Professional and Technical "B"—The council's purview has been extended to include clinical photographers, electro-encephalographers, electric-cardiographers, hearing-aid, dark-room, and surgical technicians, and technicians in physics departments. A committee has been set up for the new groups and salary proposals are being prepared by the staff for submission to it.

Details of the new agreement on salaries of dental technicians are not yet available for publication. But it can be said that the agreement when promulgated will be retrospective to May 1 last. Branches will be furnished with the decisions in full as soon as the information may be released.

Negotiations are proceeding for hospital engineers and dispensing assistants.

TRANSPORT SERVICE NOTES

Association Will Take All Steps to Represent Its Members on Road Haulage Council

ROAD haulage staffs, of which the Association has already recruited to the extent of more than 2,500, will, no doubt, have been feeling anxious about their future in view of the announcement that the Road Haulage Executive had concluded an agreement with certain unions for the establishment of bargaining machinery in this section of the industry and that NALGO was not included. Their anxiety will have been increased by the knowledge that, as is unfortunately true, the claims of NALGO to participate in the machinery are being opposed by certain other unions which are parties to the agreement.

It is not possible, at this juncture, to detail all the factors in the situation, or all the steps which have been, are being, and will be taken, to deal with it; but members can be assured that the National Executive Council has determined its policy in the matter, namely, to take every available step to assert the Association's rights to cater for the interests of the staffs in membership and that Headquarters are giving unremitting attention to the situation.

As the Association has a perfectly clear conscience on the score that it has acted from the outset of its recruitment in complete harmony with the principles of the Bridlington Agreement, which, two years ago, it gave an undertaking to the Trades Union Congress to observe, it is not relaxing its efforts in recruitment, and the Association's branch and district officers have been notified to that effect.

It would be surprising if the Road Haulage Executive could deny participation in the bargaining machine to NALGO, which already has more than 50 per cent. of the affected staffs in membership. It is appreciated that the Executive desired to establish as early as possible the bargaining machinery as a whole, relating as it does to large numbers of manual workers and others which are not within the Association's field of recruitment, but which are represented by the other unions. It must be emphasised, however, that the Executive has not closed the door and will not do so pending certain further discussions which are to take place.

The Association hopes that, as a result of these, reason and justice will prevail, but it is not without its plans for further action should the necessity arise.

Members are asked not to prejudice the negotiations still proceeding by precipitate action at this stage, but on the other hand to remain firm in their allegiance to the body which they have chosen to join in the exercise of their own free choice and judgment, and to discount any stories which spread despondency or alarm.

Docks and Inland Waterways

Numerous letters have been received from branches complaining of the delay in the implementation of the interim agreement of salaries and conditions of service for staffs of the Docks and Inland Waterways Executive signed by all the parties concerned in July.

As a result, representations have been made to the Executive by NALGO's organising officer for transport staffs, when it was pointed out, after a lengthy discussion, that implementation of the agreement had proved most difficult owing to certain unforeseen difficulties. Application has been made for an early meeting with the Executive to discuss points in detail.

An assurance was given by the Executive that everything possible had been done in grading posts to eliminate all suspicion of unfair treatment and, thereby, to obviate repercussions when gradings were made known. Since it was intimated by the Executive last month that the gradings were completed and would shortly be notified to divisional waterways officers, members should be aware of them by this time. It will be interesting to note how the interim agreement has affected members in general.

By L. A. GARRATT

GAS SERVICE NOTES

Delay in Forming Gas N.J.C. Not the Unions' Fault

WHILST to the averagemember it may appear that there is little activity at present in negotiating for the establishment of joint machinery, much is, in fact, taking place.

A battle is now being fought for as broad and as comprehensive as possible a constitution for the future national and area joint councils.

As members will recall, the Gas Council is obliged under the Gas Act, 1948, "to seek consultation with any organisation appearing to them to be appropriate" to conclude agreements for "the establishment and maintenance of machinery for the settlement by negotiation of terms and conditions of employment. . . ." Indeed, these obligations have, in part, been honoured, since NALGO and other staff unions have already been consulted, but many of those unions' members are seriously perturbed at the apparent slowness of developments and the continued absence—months after nationalisation—of a modern negotiating machine to suit the nationalised industry.

The lack of such a machine is felt all the more deeply since, when the electricity supply industry went over to the State, constitutions had been signed for national, area, and local joint councils.

It should be made perfectly clear, however, that the delay is the fault neither of NALGO nor of any other body on the staff side.

NALGO realises the necessity for the establishment without further delay of negotiating machinery for gas staffs, and is using every constitutional means to achieve this end in order to deal with the "bread and butter" problems of vital importance to its members.

As reported in the June "L.G.S.," the staff organisations had agreed amongst themselves as to what they considered to be a suitable constitution and had submitted it to the employers.

After some delay, the Gas Council replied with entirely new proposals modelled on the constitution of the old joint councils for gas staffs.

The new proposals were given early consideration by the staff side which, though unable to accept them as they stood, drafted amendments which would have the effect of making them acceptable. The Gas Council has intimated its willingness to meet the staff side representatives this month—August being regarded as the holiday month. So we look forward to developments shortly.

The gas industry has been most conservative in the past and has retained some ideas such as regional agreements which must be adjusted. NALGO's policy is the establishment of national standards as in other nationalised industries. Surely the leaders of the gas industry will not wish the conditions of service of their staffs to be inferior in any way to those of electricity employees.

Managerial Grades

Agreement has been reached on the staff side for the setting up of machinery for managerial grades. The staff seats will be allotted to NALGO, the Gas Engineers' National Guild, and B.G.S.A. It is intended that this council shall deal with salaries and conditions of senior staff receiving more than £800 a year. The agreement has been sent to the Gas Council with the request that the body be set up.

District Advisory Committees

Arrangements are now progressing for the setting up of district consultative committees in the area of each board, and these should soon be established on a sound footing. The service conditions committee of the N.E.C. has approved the substitution of the figure 30 in place of 50 for representation on these committees of gas staff members who remain members of a local branch. Thus, in future, a group of such members may send a representative to the district consultative committee provided it is 30 strong. Most districts are now forging ahead with their reorganisation of gas members—some on a divisional basis.

Appeals Panels

A national conciliation panel for gas staffs has been set up consisting of six representatives of the Gas Council and six of the staffs—NALGO and the B.G.S.A. having two seats each and other unions having two between them. This panel will constitute the appeals committee under the new negotiating machinery, but the extent of its functions has yet to be decided.

"Co-operation"?

During the past three months NALGO has attempted to work in co-operation and harmony with the B.G.S.A. Unfortunately, the B.G.S.A. has again shown that it has peculiar ideas on co-operation and examples have come to NALGO's notice of blatant attempts to poach its members. In the light of developments we shall have to consider acting upon the maxim of "What is sauce for the goose is sauce for the gander." NALGO members should be wary of high-sounding promises which can only be regarded as bait, with little prospect of fulfilment.

Pension Rights of Ex-L.G. Civil Servants, Teachers

DRAFT rules whereby officers may transfer from one kind of pensionable employment to another kind of pensionable employment without loss of pension rights have been made by the Minister of Health.

They concern transfer between the local government service and the civil service—of particular interest to rating valuation staffs who are seeking appointments with the Board of Inland Revenue—and between teaching and local government.

It is not possible in the space available to give more than a general indication of the purpose of the rules. Members uncertain of the precise manner and extent of the rules' effect upon them should seek the advice of Headquarters.

Superannuation (Transfers Between the Civil Service and Local Government) Interchange Rules, 1949.—The rules apply to any person becoming employed in an established capacity in the permanent civil service within 12 months after ceasing to be employed in pensionable local government service, provided that he has not become entitled to a pension in respect of his local government service and that, within a specified time, he notifies his department of his desire that the rules should apply to him and pays over to the Treasury any contributions returned to him.

The draft rules may apply retrospectively to certain such persons who left the local government service to join the civil service (but have not left the latter) before the rules operate. These may cover (a) officers whose local government pensions were "frozen" during their employment in the civil service, and (b) officers who left the local government service on or after April 1, 1939, provided that the local authority which maintains the superannuation fund to which they contributed, agrees.

The draft rules also contain provisions for:

The reckoning of an officer's local government service for the purposes of the civil service scheme;

The payment of transfer value;

The return of contributions to an officer ceasing to be an established civil servant in circumstances which do not entitle him to a pension;

The continuance of the "frozen" pension provisions for those who do not elect to have the new rules applied to them;

Similar transfers from civil to local government service.

Superannuation (Teaching and Local Government) Interchange Rules, 1949.—The draft rules apply to any person in pensionable service as a teacher who ceases to be so employed and within 12 months becomes employed in pensionable local government service, or the converse. In either case, a transfer value shall be paid by the former employer to the latter. The whole of such a person's former service shall be reckonable for pension in the new employment.

The rules are made retrospective to a limited extent, under the expressed powers of Section 2 of the Superannuation (Miscellaneous Provisions) Act under which they are made, but transferees and local authorities affected by the retrospective provisions of the rules are given an opportunity of electing that such provisions shall not apply.

READERS' FORUM

Does NALGO Want Members—or Just Their Money?

I READ "L.G.S." but I would not if I had to pay cash for it, and I doubt the contention of the speaker at Conference that 50,000 purchasers would be found if it were placed on sale.

The criticisms of the journal at Aberdeen did not, however, give the real reasons for apathy among members. These go deeper than the set-up of "L.G.S." Perusal of the July-August editorial leaves me wondering whether our periodical is fulfilling its rightful function. Much of the leader was an effort to convince members that all was well, as inferred by the "general urbanity" of Conference, while much of the rest of it was devoted to population statistics. The latter, I contend, have nothing to do with NALGO as a body, and the back-slapping at Conference still leaves the member apathetic.

Efforts must be made to convince every member that he has some say in his own affairs. I am a member but I have no means of opposing any resolution or advancing any suggestions for improvement, since branch meetings, as far as I am aware, are never held. Our delegates go to Conference briefed by a handful of members. Any resolution made is not, therefore, the voice of the majority.

It is the lower order of officers who form the majority, but it is disturbing to note that the status of most members of the N.E.C. is above that order. Why is this? Because the majority, like myself, are not in a position to elect members of their own status. Can it be wondered that apathy is prevalent or that little real interest is taken in "L.G.S."?

Many of us feel that the slogan is "Wanted—Your Subscriptions Only" and until this feeling is eradicated, real support will be lacking. Our planners should organise affairs so that all feel themselves to be part of NALGO and not merely the money-providers.

BIRMINGHAM MEMBER

Birmingham branch is 6,000 *strong, and cannot therefore hold the frequent general meetings possible in some smaller branches. An annual general meeting is held, however, of which adequate notice is given. The branch executive committee consists of departmental representatives, who are democratically elected. Any individual member with a grievance or suggestion can bring it before the committee either through his elected representative or through personal representation to the branch secretary. In addition, the branch magazine, "Guildsman" appears monthly and provides an open forum for members' views.*

Delegates to Conference are selected by the executive committee, that is, by members' chosen representatives.

Journal "Doing Its Job"

FROM your report of the Aberdeen conference I see that, as usual, "L.G.S." came in for what you call "a concentrated barrage."

I am getting a little tired of the journal being put up as an Aunt Sally each year by persons of little experience but much conceit.

I do not regard the journal as a perfect production—it never will be—and I feel sure the editor will share my view; but when Mr. Thick, the leader of the attack, tells us that the object of the journal should be to keep members informed of the Association's activities, and to provide a medium for the exchange of views and ideas, I can only say that, in my opinion, it already does that pretty well.

I know of no organ representing sectional interests—inside or outside local government—which gives such complete reports monthly as does our own journal. There are many interests to cater for, and the editor seems to hold the balance as fairly as he can. Sometimes there is too much to read, and, if that be a fault, it is due, I believe, to the widespread ramifications of NALGO's activities, and the necessity of giving fair shares for all.

We regret that owing to the accumulation of three months' correspondence since Readers' Forum last appeared in June, it has again been necessary to hold over a number of letters and condense those published.

Letters for the October number should reach the Editor, "L.G.S." NALGO, 1, York Gate, London, N.W.1, by September 14. Please keep them brief.

The complaint of members' widespread ignorance and apathy leaves me cold. NALGO members are no worse in that respect than members of similar organisations, though I agree that that is nothing to be proud of. One might expect local government officers, whose official duties are normally organisational in character, to take the lead by showing keenness and enthusiasm for their own organisation, but human nature does not seem to be built that way.

Whose fault is it if ignorance and apathy exist? It is not the fault of the journal, but of members themselves. They have the means to remedy it at any time they like, but they prefer to pay their subscription and leave the rest to more willing colleagues. Goebbels' propaganda throve on what he called "the compact, undissenting mass of opinion." It was an asset to him, but it is sad to reflect that there is a compact, undissenting mass in every walk of life—even in NALGO.

Mr. Thick might well use his oratory to induce his members to read the journal. I am sure they would then be less ignorant and apathetic about the Association's work. They may not find every paragraph or article of equal interest, but that would apply to all other periodicals too. On the whole, the journal gives members who want the facts the means of getting them. What more can it be expected to do? You can lead a horse to the trough, but you cannot make it drink!

"FORENSIS"

HIGHER EFFICIENCY
A Prerequisite of More Pay

I WAS dismayed that such anti-social sentiments as those expressed by H.J.G. in the June "L.G.S." could be held by a NALGO member. It is not to be expected of a man who claims the intelligence of a public officer.

NALGO appears to be one of the few unions honest enough to face facts, and to refuse to subscribe to the "grab and bully" creed so apparent in trade unionism to-day. Where else is there a union which would agree to reduce subsistence allowances because they were too high? Although this may be distasteful to more short-sighted members, such principles enhance NALGO's standing, and strengthen its position in negotiations.

If H. J. G. believes in penalising the public to secure his own ends he should get out of the public service.

In the past two generations, more and more mechanisation has been introduced into offices without detriment to the position of the black-coated worker. This exposes the fallacy of prejudice against modern and efficient methods. If the country is to succeed in its ambitious social service schemes, it is more than ever essential that the administration should be efficient. If "good work means good pay" is not true, NALGO must rectify the position, but nothing will be gained by encouraging sub-standard work.

Lastly, who are these "employers" that H. J. G. wishes to fight? Not the chief officials, they are employees; not the committees, they are subject to the council's decisions. The councillors, then? But they are only the ratepayers' representatives and have no direct financial interest in whether a man gets £5 or £50 a week. It is time H. J. G. realised that governments, whether central or local, have no money of their own, and any increase in costs must come directly from the citizen in rates and taxes. As ratepayers, we ourselves contribute to any rise in costs. If H. J. G. objects to increased rates, how can he expect more pay, unless he can offer extra efficiency?

E. R. KERMODE

23, Ivanhoe Road,
Liverpool, 17.

Incentive Wanted!

"ORGANISATION and Methods" might improve the efficiency of local government service, but, although vague hints abound, there is nothing definite about increased pay for the increased value of work done.

With cost of living up by 20 per cent. since 1946, the local government officer can justly wonder why he is considered ineligible for the direct incentive which, rightly or wrongly, is the rule in every other walk of life in this country.

NALGO must not lose sight of the fact that its primary object is to improve the conditions and protect the interests of its members. The question of the efficiency of the service, important though it may be, must be seen in that light, and in no other.

GEOFFREY R. HODGSON.

30, Norman Grove,
Kirkstall, Leeds, 5.

CONFERENCE DECISIONS
Already Being Ignored

YOUR summary of the decisions taken by Conference refers to the following instructions given to the N.E.C.:

(a) to give effect to Conference decisions without equivocation;

(b) to formulate a broad service conditions and wages policy for submission to district consultative committees and electricity branches for discussion.

These instructions are quite clear and cannot be described as too vague for the N.E.C. to understand. Members will be surprised to learn, therefore, that even before they had received their copy of "L.G.S." reporting these facts, the Electricity National Consultative Committee had already decided to ignore the decisions of Conference. The reasons stated are similar to those advanced—and rejected—at Conference, and no new factors have arisen within one month to justify this action.

Having taken this step, a "justification campaign" is now being waged within the districts to convince branches that, although it is useful to pay lip-service to the principle that Conference is the supreme and final authority in the Association with the right to direct policy, nevertheless the handful of men who constitute the National Consultative Committee really have the monopoly of wisdom, and branches should not expect them to bow to the wishes of the Conference delegates.

My executive committee is of the opinion that the continuation of this policy of ignoring decisions with which the national leadership does not agree can only lead to the destruction of branch initiative. In view of the important constitutional issue involved, we urge all branches (electricity or otherwise) who believe that Conference should be supreme, to register a strong protest in order that other successful motions shall not share the same fate.

Hon. Secretary, C. R. GIBSON.

Bristol Electricity Branch.

The request to "formulate a service conditions and wages policy." (the word "broad" does not appear in the resolution which was moved by Mr. Gibson at Conference), and to "submit this policy to district consultative committees and electricity branches for discussion before concluding a permanent agreement" has been carefully considered by the National Consultative Committee in relation to the procedure already agreed by the two sides of the Electricity National Joint Council. Because the National Consultative Committee believes that members generally are anxious that completion of the agreement should not be delayed after April next, a full and detailed report of its deliberations has been sent to district consultative committees for their observations. When this journal went to press the South Western consultative committee had not met to consider the matter and its members were not aware of the details of the report. None the less a letter purporting to give its views had been sent to other districts. Apparently the executive committee of the Bristol electricity branch had similarly "given this matter serious consideration" without knowledge of the full contents of the letter sent on behalf of the National Committee.

N.E.C. Must Follow Instruction

ADMIRABLE as the "L.G.S." report of Conference may be, I must join issue on the report of the West Sussex motion on the implementation of Conference decisions saying that "Conference demonstrated again that glorious inconsistency of which they are masters by carrying the West Sussex motion . . ." I do so, not so much because of this report, but because the issue is an important one.

The West Sussex motion suffered throughout by the action of the agenda committee in improperly linking it to a motion on salaries policy. It was concerned with a much wider issue than that, namely that the N.E.C. should, except in

exceptional circumstances, do what Conference tells it to do and not what it thinks it will do. Conference is the policy-making body of the Association, *not* the N.E.C., and we intend to see that this is not forgotten. If the N.E.C. thinks it may treat the West Sussex motion as a glorious inconsistency to be ignored, they are mistaken. It did not, we believe, receive the support of Conference because of the circumstances in which it was brought before Conference, but because Conference recognised it as an important issue.

The Bristol electricity branch has drawn our attention to resolutions of Conference which are being flouted, and the N.E.C. should take warning that we do not intend to allow this to pass unnoticed.

K. J. McFADYEN.

County Hall,
Chichester.

"Block" Bargaining Deplored

My executive committee is perturbed at the decisions made by the N.J.C. on April 27 on grading of special classes, and the Headquarters statement of April 30 on sanitary inspectors' grading.

It appears that five classes of officers—education welfare, sanitary, social welfare, weights and measures, and gas meter inspectors were grouped together because of some similarity, and that the salary ranges were related or "balanced" one with the other. This conclusion is strengthened by the fact that the employers' side of the N.J.C. would not accept the reference back of the proposals for sanitary inspectors without taking back the whole of the report.

My committee feels that the staff side of the N.J.C. should avoid such "block" negotiations in the future, and has forwarded an appropriate resolution to the N.E.C. I hope that other branches will take similar action.

D. F. WIDDAS.

Hon. Secretary,
Crewe Branch.

CHIEF OFFICERS
Do Their Loyalties Conflict?

With regard to the vexed question of chief officers in NALGO there are one or two questions to which I should like answers:

1. What is the position when an officer, with the support of his branch, applies to his employing authority for an upgrading, and his chief officer (who is a member of the same branch of the same Association) is instructed to find the weaknesses in his case, and frequently does so to the detriment of the officer concerned?
2. To take the case to its logical conclusion, what happens at district level on the same case when the appeal is disputed by the employing authority with ammunition supplied by a fellow member of the same trade union, to wit, his chief officer acting on the instructions of his employers?

It occurs to me to wonder if it is possible for an individual on the one hand to do his duty to his employer, and on the other hand, to his fellow trade unionists where there is a conflict of loyalties.

I am genuinely perplexed on these points and I must state that I intend no disrespect to these same chief officer members of NALGO, many of whom have done and are doing splendid work for the Association.

I should like you to print this letter if you will, together with, if possible, an authoritative reply from the N.E.C. or some responsible person

In conclusion I must apologise for using a nom de plume, but my reasons for doing so must be obvious.

NALGOITE
(but wondering why).

Comment on this letter appears on page 451.

METER READERS
"Inadequate Representation"

In the April "L.G.S." I protested against the present-day tendency to accept into NALGO persons other than those coming strictly within the ambit of its constitution, and in particular I referred to meter-reader collectors employed within the electricity supply industry.

I know that it did not go down well with the classes concerned; I did not expect that it would. They seem, however, to have missed the main point of my argument, which was this: even supposing they are accepted to membership, they have little or no rights except to pay their subscriptions. This is no wild statement. The majority of meter-reader collectors—I wonder if most realise just how big a majority—are paid on N.J.I.C. rates; the Boards consider meter-readers to be strictly N.J.I.C. personnel; and, finally, two facts that cannot be ignored are that meter-reader collectors can be represented only on works committees, and that the N.J.I.C. at their last meeting passed a resolution, which all may read, stating that such personnel came within their province alone.

Now, how can NALGO or any other black-coated union adequately represent such people? The answer is they cannot and they know it. One must therefore reluctantly conclude that our Association is deteriorating into the type of union which is all too common these days—the union which will take anybody who will pay up.

"ESTABLISHMENTS."

Meter reader collectors in membership of NALGO are largely those graded under the Charter, which surely demonstrates that NALGO did "adequately represent" them. Almost all the remainder are those whose old company employers regarded them as members of the clerical staff. It is true that most electricity meter reader collectors are on N.J.I.C. rates, but most of those who are not are performing additional clerical duties. The position obviously needs to be straightened out now that the industry is nationalised, and representatives of the staff sides of the Electricity N.J.C. and N.J.I.C. are to discuss this and other demarcation problems. It would be wise to avoid dogmatic statements until the discussions are concluded.

SALARIES AND GRADING
"An Awful Example"

In your report of Conference I read: "The Association owed a duty to the large number of members who lacked the ticket to the general, clerical, or A.P.T. divisions. The miscellaneous division had gone a long way to meet their needs . . . Recently the education welfare officers had appealed for standard gradings, and a standard grading had been agreed as an interim measure, pending the provision of some examination which would give them the A.P.T. ticket."

I think your readers should be told the facts.

So far from "lacking the ticket" to general, clerical, or A.P.T. divisions, education welfare officers in pre-Charter days were generally graded above those now in the general division. My own salary was £90 above that of a general division clerk. It is now £15 below!

Some enlightened authorities have graded their E.W.O.s in the A.P.T. division. What "ticket" have they but good employers?

It is suggested that we agreed without demur to a miscellaneous grading during the recent negotiations—which took three years to complete! We agreed in the same way as a starving man accepts half a loaf. It was a case of miscellaneous grade or nothing! This, despite the fact that the N.J.C. had been reported as being conscious of the changing nature of the service in which these officers are employed and of the new and important responsibilities which are being added and which, indeed, in certain authorities have resulted in grading within the A.P.T. division.

It is true that this decision was said to be an interim one, pending the setting-up of a diploma for officers. We have asked for a diploma for the past fifteen years, and have got nothing save obstruction. Only when the Association of Education Committees threatened to institute an examination of their own, if the Examinations Board did not do so within a set time, was the Board persuaded to move. Even now, there is still no sign of a diploma—but there is this infamous loss of status!

Finally, at no time during the negotiations was mention made of a proposal to take the miscellaneous grades outside the Charter. Obviously the idea is that officers within those grades are not really "officers" at all: Does any NALGO member think we should have agreed to that implication? And, since we were not told of the proposal, how could we guess that it was contemplated for officers who were taking on "new and increased responsibilities."

Is it not more reasonable to conclude that the staff side of the N.J.C. was faced with an ultimatum, and accepted it? That being so, I feel that the education welfare officers should be used as an awful example of what might happen in secret to any other section of NALGO membership, rather than as a body of grateful "hybrids who are neither manual workers nor officers."

F. G. C. ELWICK,
P.R.O., Education Welfare Officers' National Association.
17, Westbury Road,
Haydn Road,
Nottingham.

Authorised Officers' Protest

Has the N.J.C. forgotten that many authorised officers were formerly relieving officers and collectors, whose salaries were far in excess of the new suggested scales, A.P.T. 4? Many, thanks to their local authorities, are to-day in grade 6.

It is a retrogressive step to offer them grade 4. Their duties involve long hours and much responsibility and require sympathy, firmness and tact, especially in their new duty—dealing with M.D. children.

F. H. MILLS.

14, Barker Street,
Nantwich, Cheshire.

"A Mongrel Grade?"

The N.J.C., blandly ignoring correct classification under the Charter, has concocted a mongrel grade (£315-£420) for school attendance officers, who are to remain on the same scale as timekeepers and storemen another three years.

In these days of high and higher prices, cheap S.A. officers, priced at £6 per week, will take some finding; and the law of supply and demand will make short work of three years' costly negotiations.

Negotiation should and could be a good thing, but in this country it has become a device for keeping people quiet and providing great sport for happy joint committees, who must never spoil the game by quick, straight decisions.

"MENTOR."

Why "Wage for Age"?

Why have "wage for age" in the general division when increments in all other grades are according to experience? Why should a person at 28 with 8 years in the service receive the same salary as a new entrant of 28?

It may be said that a 28-year-old would not be appointed unless he were considered worth the salary But, since the good junior is not entering, and will not enter, the service in view of the long wait to reach the maximum, employing authorities have little choice whom they appoint.

If, however, the maximum were reached by five or six yearly increments, irrespective of age, entry to the service at an early age would be encouraged, and the older entrant, by having to wait to reach the maximum, would have to prove his sincerity. Unless a remedy is found, the dearth of young entrants will have a pronounced effect on the future efficiency of local government.

"PUZZLED."

This Local Government!
"I've got my Chairman on the 'phone."—five shillings for this idea goes to J. Winterburn, Wakefield branch.

"A Grave Injustice"

In the May "L.G.S." it was stated that officers in the health service general division would have to qualify by examination to obtain the A.H.A., or F.H.A., for upgrading.

Such a decision is a grave injustice. A senior officer can obtain the F.H.A. or A.H.A. by election—an unfair advantage over the well-flogged G.D. clerk.

Promotion examinations should be banned and more importance attached to service, marital status, and experience of a practical nature, instead of paper qualifications.

Finally, I should like to ask if there were any G.D. clerks as representatives on the committee which approved the promotion examination?

J. P. W. BOND.

"Avenworth," 109, Spur Road,
Orpington, Kent.

The May journal set out proposals which the staff side had submitted to the management side of the administrative and clerical staffs' functional council. Negotiations are not yet complete, and it is understood that the proposals concerning promotion to the clerical grade are receiving further consideration.

cracking a nut

School-caretaker to Education officer, February 14 :

WHILE I was at breakfast this morning some lorry came into the playground and broke a manhole cover. Please can it be replaced quickly as it is dangerous for the children ?

Education officer to school-caretaker, February 16 :

With reference to your letter of February 14, reporting the breakage of a manhole cover, please supply the following particulars :

Owner of lorry responsible for the damage,
Name of driver,
Registration number of lorry, and
Exact time of incident.

Education officer to borough architect, February 16 :

I enclose a copy of a letter from the caretaker, Gower Road School, and shall be glad if you will arrange for the broken manhole cover to be replaced as soon as possible.

School-caretaker to education officer, February 17 :

I am sorry I cannot give the particulars required as I did not see the lorry. It might have been one belonging to Jones & Co. as I found a packing-case of goods from them in the porch that morning.

Borough architect to education officer, February 19 :

I have received your letter of the 16th inst. and enclosure. Before replacing the broken manhole cover it would be advisable for the following details to be supplied so that a claim can be made against the owners of the lorry :

Exact time of incident resulting in breakage,
Name of owner or owners of lorry concerned,
Registration number of lorry concerned,
Name of driver.

The caretaker should be instructed to place a temporary wooden cover over the manhole to obviate the risk of accident to children.

Education officer to school-caretaker, February 21 :

I enclose a copy of a letter from the borough architect. Please arrange for a temporary wooden cover to be placed over the manhole, as suggested.

Education officer to Messrs. Jones & Co., February 21 :

I am informed that on February 14 you delivered a case of goods to the Gower Road School and that a manhole cover in the playground was broken by the lorry. I shall be glad to know whether you are prepared to accept responsibility for the replacement of the broken manhole cover.

Education officer to borough treasurer, February 21 :

I enclose for your information copies of correspondence with the borough architect and the caretaker, Gower Road school. You may be asked at a later date to take up the question of payment by Messrs. Jones & Co. for a new manhole cover.

School-caretaker to education officer, February 22 :

I am sorry I have no wood to make a temporary cover for the manhole. If some could be supplied to me, please, I could soon knock up a cover.

Education officer to borough architect, February 24 :

I enclose a copy of a letter from the caretaker, Gower Road school, and shall be glad if you will arrange to supply him with the necessary timber.

Messrs. Jones & Co. to education officer, February 24 :

With reference to your letter of the 21st inst., we beg to state that all delivery work for our firm is undertaken by the A.B.C. Transport Company. We therefore suggest that your inquiry should be addressed to them.

Borough architect to clerk of works, February 26 :

. . . Can you arrange to let the caretaker have sufficient timber to make a temporary manhole cover ?

Education officer to A.B.C. Transport Co., February 28 :

I am informed that on February 14 one of your lorries delivered a case of goods from Messrs. Jones & Co. to the Gower Road school and that a manhole cover in the playground was broken by the lorry. I shall be glad to know whether you are prepared to accept responsibility for the replacement of the manhole cover.

Clerk of works to borough architect, March 1 :

. . . we have no suitable timber to supply the caretaker with what he needs. It hardly seems worth while to apply for a licence for the small quantity required, and we suggest that the caretaker should be asked to purchase sufficient for his purpose from a firm of timber merchants. The cost should be well under £1.

Borough architect to education officer, March 3 :

I enclose a copy of a memorandum from my clerk of works. Perhaps the simplest way would be for the head teacher to purchase the necessary timber through his petty cash.

I do not appear to have received the particulars asked for in my letter of February 19.

Education officer to borough architect, March 4 :

. . . I understand that the lorry which broke the manhole cover at Gower Road school belongs to the A.B.C. Transport Co., and I have written to them on the matter.

A.B.C. Transport Co. to education officer, March 5 :

. . . We regret we are unable on the information before us to find any evidence that one of our lorries was responsible for the alleged breakage of a manhole cover at the Gower Road school. It would be helpful if you could supply the following particulars :

Exact date and time of alleged incident,
Registration number of lorry,
Name of driver.

Education officer to borough treasurer, March 5 :

. . . I enclose copies of further correspondence with the borough architect and the caretaker, Gower Road school, and shall be glad to know whether you would approve the expenditure from the head teacher's petty cash account to purchase the timber required.

Borough architect to education officer, March 7 :

. . . Pending fixing the responsibility for providing a new permanent manhole cover, I consider it urgent that a temporary wooden cover should be placed over the manhole without delay to obviate the risk of accident to children, and I shall be glad to learn that this has been done.

Borough treasurer to education officer, March 9 :

. . . my internal audit section is of opinion that timber for the purpose mentioned cannot properly be purchased through the head teacher's petty cash account. With this opinion I concur.

Education officer to school-caretaker, March 10 :

I enclose a copy of a further letter from the borough architect.

Education officer to town clerk, March 10 :

I enclose copies of correspondence relative to the breaking of a manhole cover in the playground of Gower Road school, and shall be glad to know whether you consider that the A.B.C. Transport Co. can properly be required to bear the cost of a new cover.

School-caretaker to education officer, March 11 :

. . . Not having received any wood, I respectfully beg to inform you that I have taken the door of the small coal shed off its hinges and laid it over the manhole to make a temporary wooden cover, and trust this is in order.

Education officer to school-caretaker, March 14 :

. . . please state for what purpose the small coal store mentioned in your letter of March 11 is now used.

Town clerk to education officer, March 14 :

. . . On the information before me, I am of opinion that the evidence is not at present sufficiently strong to permit the lodging of a claim against the A.B.C. Transport Co. I suggest that, to enable me to pursue the matter further, you supply me as soon as possible with the particulars enumerated in the borough architect's letter of February 19.

School-caretaker to education officer, March 15 :

. . . the small store is used to store coal for the fires in the head teacher's room and the staff room. There is at present about half a ton in it.

Education officer to borough architect, March 17 :

I enclose copies of further correspondence with the caretaker, Gower Road school.

Town clerk to education officer, March 31 :

. . . I shall be glad to know how this matter now stands.

Borough treasurer to education officer, March 31 :

. . . I shall be glad to know how this matter now stands.

School-caretaker to education officer, April 1 :

I respectfully beg to report that last night somebody got in and stole all the coal out of the small coal store, which the door is now being used as a temporary wooden manhole cover.

AT RANDOM—by "Hyperion"

Thought for the Month

GOOD sense knows how to make use of good luck.—*Paul Henri Spaak.*

He Knew !

AN old lady approached the medical officer of health as he descended the town hall steps. "Excuse me," she said, "but I'm looking for the gentleman who comes to see the work that hasn't been done." Without hesitation, the M.O.H. directed her to the sanitary inspector's office.

Too Late !

THE messenger from the borough crematorium who called at the public health department for some copies of "Better Health."

Words of Wisdom

WHEN a new member asked what would happen if no rain fell before September 1, the chief engineer replied that the flow was dropping gradually and if there was no rain it would drop still further.—"*Surrey Comet.*"

Frank !

. . . Sea and shops 2 mins., ballroom, billiards, lift. 64 bedrooms with wireless, telephone, h. & c., central heating and interior-sprung mattresses. Ideal for honeymoon.—*Advt. in* "*The Lady.*"

Local Government Postbag

"EVEN the bath wastepipe is now stopped up although this is very rarely used."—"*News and Views,*" *Leyton branch magazine.*

"Please may I have some distemper for the bedroom walls ? I am expecting a baby in the near future and would like it cream."

"Re our application, I am at present living in two rooms and expecting another little one shortly."

Brevities

AN old man gives good advice in order to console himself for no longer being in condition to set a bad example.—*Le Rochefoucauld.*

Good painters are never intellectuals ; they're simple people with one-track minds.—*Walter Kuhn.*

English cooking at its best is probably as good as any on earth. At its worst it drives men to murder and suicide.—*Nat Gubbins.*

Indignant Ratepayers ?

"MR. H. COOK, town clerk of Bulawayo, was trapped up a tree for two hours by a herd of 150 buffaloes."—*Daily Telegraph.*

Potential Post Clerks ?

TETHERED horses gave warning of an escape of carbon dioxide fumes by weighing and stamping.—*Daily Telegraph.*

Tailpiece

THE drive for greater production has been practised by our junior clerk for a long time, writes a correspondent. Every Monday morning without fail all the inkwells are filled to overflowing.

NALGO ANNOUNCES . . .

an extensive range of Correspondence Courses for 1950 Examinations

A Message from the Chairman of the Association's Education Committee.

THE Education Committee has decided to increase the scope of the NALGO Correspondence Institute in the confident expectation that members will take full advantage of the facilities provided.

In my view, members would be well advised to take a NALGO course because :

(1) Our tuition is intended not only to enable members to pass their examinations but also to fit them for posts of responsibility in the public service.

(2) Our standards both of study material and tutorial personnel are uniformly high and it is these factors which determine our fees.

(3) Our income from fees is used entirely for the benefit of students.

(4) Our students are assured of personal attention throughout their studies.

Above all, our sole interest is to provide a service to help members to success.

No correspondence course or any other form of teaching will achieve this end, however, without the active co-operation of the student, and in stressing this fact I would go further and invite all students to take an interest in our efforts, for constructive criticism is always welcomed at Headquarters, and the Education Committee is constantly seeking improvements.

A. E. Odell

CORRESPONDENCE COURSES ARE PROVIDED FOR:—

PROMOTION EXAMINATION L. G. E. B.	fee	£9 0 0
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	INTER. fee	£12 10 0
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and many other courses of importance to members
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A NALGO DIARY

By "ABINGDON"

Job-Seekers' Expenses Query : New C.O.I. Documentary : Glamorganshire Aids Foreign Students

IT is disquieting to learn that NALGO's intervention is so often being sought where authorities are refusing to reimburse candidates for appointment for the travelling and subsistence expenses they incur in attending interviews.

Paragraph 18 of the Charter lays down a scale of expenses, but provides that "in the event of a candidate withdrawing his application, or refusing the offer of employment on grounds which in the opinion of the interviewing committee or official are inadequate, no expenses will be paid."

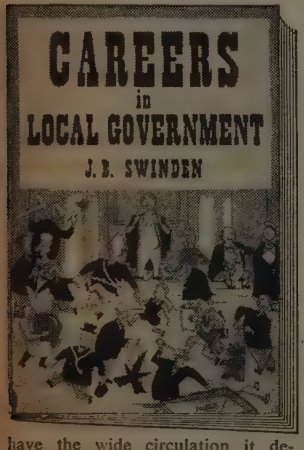
There are several reasons why an applicant might change his mind about taking a post: housing difficulties might be worse than he had expected; office accommodation and staff facilities might be inferior; or the job itself not quite what he had been led to think. Any of these might, I imagine, reasonably be deemed "adequate" reasons for refusal, and the interviewing committee, in deciding whether or not to reimburse a candidate's expenses, should bear in mind that not only he but the employing authority also is on trial during the interview.

At the same time, if it is the sport of an unscrupulous few to apply for jobs throughout the country with no better intention than to have a few days' holiday at someone else's expense, there must be some safeguard. In the long run such action by a minority would bring discredit on the whole service, and NALGO will neither defend nor tolerate it.

Careers Book

SELLING like hot cakes, I am told, is NALGO's own new publication, "Careers in Local Government and Allied Services," by J. B. SWINDEN, the Association's former deputy general secretary. Reviewers have welcomed it as a book to be recommended to all who are liable to be approached for advice on the subject. Here are a few opinions:

"A volume of this kind has long been needed . . . We hope it will



have the wide circulation it deserves."—*Journal of Education.*

"It serves a timely and useful purpose."—*The Gas World.*

"Mr. Swinden, drawing upon his long experience of local government and allied services, has produced an attractive book which will be a valuable addition to careers literature."—*The Hospital.*

The book is reviewed on page 468 by EDWARD KAY and may be had from Headquarters, at 7s. 6d., post free. Reproduced here is the front of the book's gay dustjacket by artist JACK CARVER of the finance department, Walsall.

Insurance Story

ALSO proving popular among NALGO members, particularly those in the recently-formed utility and health branches, is the attractive new quarterly publication, "Insurance Opinion." This four-page leaflet not only tells members about the various protective insurance schemes available through LOGOMIA and the Provident Society, it points the way to maximum but economical protection through a carefully planned insurance programme. Number three is now in production and will appear towards the end of the month.

Polio Documentary

A FEW days ago I left the C.O.I. cinema in Baker Street, London, with the words of Eleanor Roosevelt ringing in my ears. They were: "Johnny has a better chance of making good than ever Franklin Roosevelt had"—and they were spoken by that lady herself in a commentary to a new documentary film on infantile paralysis.

The Johnny of whom she spoke, a chubby three-year-old, lay flat on his back unable to raise his head or clasp the nurse's finger with one stricken fist. But the remarkable thing was that Johnny was laughing, bright-eyed, and obviously intelligent. Modern medical technique was giving him a real chance of growing up healthy and happy. Johnny was on the road to recovery.

The film is a ten-minute extract from a technical film, "Polio Diagnosis and Management" for practitioners only. It is reassuring, not harrowing. It shows children and adults who have been attacked by the disease learning to work and walk again.

It should soon be available for mobile unit shows—apply C.O.I. regional film officer—or on 16 m.m. or 35 m.m. stock for those with their own projectors—apply Central Film Library, Imperial Institute, London, S.W.7.

A New Association

NALGO members who are duly authorised officers in the Middlesex county mental health service have formed themselves into an exclusive band, I hear, called the Middlesex Association of Authorised Officers. Objects of the new association are purely vocational and educational—to improve the efficiency of the service and to represent the views of D.A.O.s at appropriate conferences or meetings. An open meeting will be held in October to discuss the formation of a national association, and inquiries from all parts will be welcomed by the honorary secretary, W. H. A. WESTON, 17, Regina Road, Ealing, W.13.

Back Journals Wanted!

I HAVE received an appeal from the city librarian of Johannesburg for the following back numbers of "L.G.S." needed to complete the library's reference files: March, April, May, and June, 1932; March 1937; October, November, and December, 1938.

Can anyone come to the rescue? If so, please send them to Headquarters.

We Are Being Studied . . .

NOBODY could accuse Britain of having an "iron curtain" shrouding its local government. So numerous and frequent are our overseas visitors, all eager to learn how we govern ourselves, that people abroad will soon know more about British local government than we do!

Most of these visits are sponsored by the British Council, as for example was the recent course on "Local Government in Transition, 1949," held in Cardiff and attended by delegates—local government officers in their own countries—from Austria Greece, Italy, Portugal, Sweden, and Northern Nigeria. Apart from lectures given by officers of the city and county councils, visits to local undertakings and several social events were arranged. Among these was a visit to an executive meeting of Glamorgan county branch, as my picture shows.

The students were keenly interested in the procedure, and most

I. G. Ellis, South Wales district officer, with one of the foreign students.

appreciative of the reception given them by branch officers and members.

. . . By U.S., Too

ANOTHER interesting visitor from overseas is FREDERICK BENT, a citizen of Chicago, Illinois, and a student of its University.

Mr. Bent is collecting material for a thesis on trade unionism and wage-settling machinery in the British public service to complete his preparation for a social science degree of the Chicago University.

At the speed for which his countrymen are noted, he ran through 44 years of NALGO Headquarters' reports and documents in ten days, visited branches, and then went off to do the same at N.U.P.E., and to interview the secretaries of the N.J.C., L.G.E.B., and others.

District Officer Leaves

SPEAKING of foreign countries, NALGO is shortly to lose one of its most experienced district officers to the Sudan government. DAVID NEWMAN, of the Southern district—members in London and the south-west will also know him well—leaves England early this month to become a trade union officer on the staff of the Labour commissioner there.

His first objective, he tells me, will be to win the confidence of the several groups who wish to form trade unions. None of the potential union officers speaks English, and although he will have the services of an interpreter, he will eventually need to acquire conversational Arabic—which accounts for his now retiring to bed with a volume of colloquial Soudanese Arabic. I wish him bon voyage and good luck.

D. H. J. Newman L. G. Jones

Succeeding him at Reading, will be L. G. JONES, a young man who has made rapid progress on NALGO's organisation staff. Appointed assistant district officer in London in 1947, he transferred to the eastern district a year later, and now, at 26, takes over full responsibility for a district.

Town Clerk to Mayor

MOST local government officers with 43 years' service to their credit would be content to retire with the knowledge that they had rendered their fair share of public service. But not so EDWIN G. STRAY.

For many years Twickenham's town clerk, Mr. Stray retired in 1942, having been in the service since 1899. But his interest in local government remained, and in 1945 he was elected a member of the council he once served. Also a county councillor and a freeman of the borough, Mr. Stray's long and distinguished service reached a fitting culmination when he was made mayor at the last elections.

Long Service Records

By a surprising coincidence, I received almost simultaneous notice of two chief clerks of municipal health departments having completed 50 years' service. Both are founder members and have been presidents of their respective branches. They are:

J. W. RAWDON, Middlesbrough, who is still president and an enthusiastic member of the branch committee; and

J. YEOMAN, South Shields, who retired on June 1. Besides being last year's president, he was a member of the executive committee for 30 years, branch P.R.O. for 12 years, and former editor of the branch journal.

News of two more remarkable records come from Ossett. G. A. OLDROYD, deputy borough treasurer, has also served 50 years and has held every office in the branch, of which he has been a member since its inception; and H. E. WILBY, rating section, who recently retired after 47 years with the corporation.

D.P.A. Books

ANY member wanting a second-hand set of study books, recommended by the N.C.I., for Part I of the D.P.A. should apply to "Burton, Eastleigh," c/o the Editor, "L.G.S.," 1, York Gate, London, N.W.1, who has some for sale.

10 Things You should know about Your ENGLISH

Are you content with the way you speak and write? Have you the sure command of English that enables you to appear at your best on all occasions? Consider these significant facts:

1—**You are Judged by the Way You Speak and Write.** Many ambitious people are handicapped by their English; they are continually afraid of being "let down" by faults in speech and writing.

2—**Language-Power is Earning-Power.** Words are tools. Effective English is the one asset you must have if you are to achieve success.

3—**English is Socially Important.** There is no greater handicap in social life than incorrect speech and inability to express ideas fluently and gracefully.

4—**Guard Against Embarrassing Errors.** Learn how to avoid common errors in pronunciation, spelling, punctuation and grammar.

5—**Gain Fluency in Expression.** A ready command of words will enable you to make a favourable impression on others.

6—**Make Your Letters More Interesting.** You can learn how to write business letters that achieve their purpose and personal letters that give a real significance to friendship.

7—**Become an Attractive Conversationalist.** To talk well is one of the greatest of social accomplishments. The first step is to master one's language—not an onerous task when one goes about it in the right way.

8—**Learn How to Influence Others.** When you have learned how to speak and write persuasively, you will be able to interest others in your ideas.

9—**Gain Self-Confidence.** If you can speak and write well you can go anywhere with confidence. You are not afraid of being betrayed by your English.

10—**Develop Your Personality.** To achieve personal distinction a sound knowledge of English is essential. Every word you utter, every line you write, reacts upon others to your advantage or to your disadvantage.

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This unique Course, which has gained widespread recommendation, brings language-power within the grasp of every intelligent person who can devote at least 15 minutes a day to the study. **Many students say that the moderate fee is the best investment they have ever made; many others write: "My only regret is that I did not take the Course sooner."**

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Among the subjects covered by the booklet are the following:

What Good English Means to You.
The Power of Words.
You are Judged by the Way You Speak and Write.
Beware of Pitfalls.
Better English—Better Pay.
Can You Write a Good Letter?
Free Test of Your English.
The Social Value of Good English.
Gaining Self-Confidence.
The Art of Public Speaking.
Famous Contributors.
Your English and Your Future.

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Send to-day to The Regent Institute (Dept. C/338), Palace Gate, London, W.8, for a free copy of "**Word Mastery**" (the prospectus).

Don't delay. Write NOW—while you think of it. There is no obligation.

THE REGENT INSTITUTE
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Palace Gate, London, W.8.

Please send me, without any obligation on my part, a free copy of "Word Mastery."

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(*Block letters*)

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SCOTTISH NOTES

By R. DEAS

President Attends Summer School : J.I.C. Appeals Committee : New Transport Body Meets

"CONTROLS often create frustration and resentment, but there is one control of which we need a lot more—self-control." This opinion was expressed by NALGO's President, E. A. S. YOUNG, when he replied to a toast to the Association proposed at the opening dinner of St. Andrew's summer school held on July 2–9.

The most outstanding achievement in NALGO's whole history, thought Mr. Young, was the promotion in the past 20 years of a fine understanding between themselves, as servants of the people, and the representatives of the people and their organisations. Now it behoved everyone, employers and employed, to try to see each other's point of view and to learn to give a little as well as take a little in these difficult days.

The school had been formally opened by DUNCAN FRASER, lord provost of Aberdeen, who thought that it would afford officers an opportunity to equip themselves to meet changing circumstances, and to assimilate and adapt themselves to new conditions.

Councillor A. J. MORRISON, chairman of the Scottish J.I.C., said that if the nationalised industries were to succeed, they must be managed by men with administrative and technical experience.

Varied Programme

Lectures covered a wide range of subjects, from reorganisation of the electricity industry by J. S. PICKLES, chairman S.W. Scotland Electricity Board, to international trade and statistics by Dr. JEAN PATTISON, of the Dundee School of Economics and formerly a member of the city chamberlain's staff at Edinburgh.

Following a lecture on town planning by W. GORDON, senior town clerk depute, Glasgow, the effects of the latest planning act were discussed. Planners, commented one student, in following the maxim "Make no little plans, for such fail to stir men's blood," had succeeded so well that in some cases they made men's blood boil!

In a rapid review of local government finance, A. PHILIP, Perth's city chamberlain, pointed out that one effect of the equalisation grant was that benefits of saving money no longer accrued to the saver, and did not therefore encourage an authority to be thrifty.

N. W. GRAHAM, department of health for Scotland, during his talk on the national health service, emphasised the gravity of the nursing shortage which prevented full utilisation of hospital beds.

Other speakers at the school were R. BAIRD, Glasgow University, on the problems of democratic local government, and R. G. FORREST, department of health for Scotland, who dealt with the functions of local health authorities.

Popular social and sporting events also helped to make the school one of the highlights of the season's activities, despite the small number of students attending.

J.I.C. Appeals Committee

Considering Falkirk town council's introduction of a "bar" in the general division which would prevent 39 of its 56 clerical assistants from reaching the maximum, the committee decided that, except for the provision under clause 22(c) of the Charter whereby increments might be withheld in certain circumstances, it was not in order for an authority to fix maximum salaries for posts graded in the general division at an amount lower than the scale maximum. The committee asked for a review of the "abnormally high" number of staff which the council claimed were ineligible for inclusion in the Charter, and for a further statement to be submitted.

Failure of West Lothian C.C. to give effect to the J.I.C.'s decision regarding increments during the "spread-over" period was referred to the county council for further consideration in the light of staff representations.

Following consideration of a case of a shorthand-typist employed jointly by Millport burgh and Bute C.C., who was regarded by neither as a full-time employee and therefore not graded within the Charter, the committee ruled that where the aggregate number of normal working hours per week of such a person was not less than those normally worked by corresponding assistants in the authorities concerned, she should be regarded as a full-time employee and placed on the appropriate grade.

Transport Committee

Representatives of all the municipal and ex-private company transport undertakings and road haulage staffs were present at the inaugural meeting of the Scottish District Transport Consultative Committee at Perth on July 9. S. H. BRODIE, chairman of the district committee, presided. The following interim appointments were made: chairman, J. W. GRAY, Edinburgh Corporation Transport; vice-chairman, R. SALMOND, Messrs. W. Alexander & Sons; honorary secretary, F. HOWARTH, NALGO assistant district officer.

New Bursary Regulations

The Secretary of State for Scotland has made new Bursary regulations, S.I. 1949 No. 1489 (S.106). He has again made provision in the first schedule for correspondence course awards to cover (a) payment of matriculation tuition and examination fees, and (b) acquisition of necessary books and materials. The second schedule regulates the means test. Applications should be made to the local education authority.

Examination Recognised

The examination of the Corporation of Certified Secretaries has been recommended by the J.I.C. executive committee to be added to the list of examinations in Appendix "B" to the Charter, provided that adequate provision is made in the syllabus for Scottish local government students.

MY BOOKSHELF

By EDWARD KAY

Careers Book Fills "Incontestable Need": Post-War Reforms: Review of L. G. Areas

A BOOK written by J. B. SWINDEN, former deputy general secretary, NALGO, with a foreword by last year's president, P. H. HARROLD, published by the Association, and entitled **Careers in Local Government and Allied Services** (7s 6d.), could hardly appear under more auspicious stars.

The need for such a piece of vocational guidance is incontestable; whatever may be the drawbacks to our field of employment, it remains one of the largest and most important, and a factual survey of its openings and the qualifications and aptitudes they demand must be of great help both to young folk on the threshold of a career and to their parents. Miss M. L. KELLMER, a psychologist, contributes, somewhat colloquially, a number of sensible hints on choosing a career, but the self-examination she proposes as a means of determining one's bent is so elaborate that it may frighten off all but the intellectually stoutest. Of Mr. Swinden's own part, Mr. Harrold says truly that "he has not only a lifelong experience of the facts and psychology of the local government service but he has brought into this compilation a reflection of his own genial and altruistic outlook . . ."

Social Change Survey

WITH remarkable ease we have become accustomed to profound changes in our social services. A new edition of **Social Security** (edited by WILLIAM A. ROBSON. Allen & Unwin. 18s.) provides an opportunity to survey what has been achieved. The essays were written in 1943 against the background of the Beveridge Report. To-day they stand as a record of what was defective in our social provision at that time and of what has been done to put it right. In an epilogue, Lord Beveridge says: "That bread and health for all at all times shall come before cake and circuses for any one at any time is the free decision of our democracy." And the machine for giving effect to that principle has been brought into being; the problem of setting the machine to work is still being solved.

Boundaries Again!

NALGO's National Executive Council will be asked, as is reported on another page, to consider research into the reform of local government structure. In so complex and thorny a problem it will get some welcome help from V. D. LIPMAN's **Local Government Areas 1834-1945** (Basil Blackwell. 25s.). This is a painstaking work of 500 pages setting out the history of area changes, the motives which lay behind them, recent proposals for reform and the government attitude to the problem, as well as the technical, political, and administrative factors which have to be taken into account in fixing the size and shape of local government areas.

Public Service Pin-Up!

ONLY the imaginative perceive the romantic aspects of most of the local government services. Destroying vermin and cleaning drains may pay rich dividends in terms of human health but they have little glamour. So the fire service inevitably enjoys most of the popular esteem and none of those employed in the more humdrum services will resent the honour in which it is held.

SIR AYLMER FIREBRACE served in the London Fire Brigade from 1919 till he entered the national organisation set up during the war and he finally left the fire service in 1947. In **Fire Service Memories** (Andrew Melrose. 21s.) he has mingled anecdote, serious comment, and information in well-considered proportions and it makes an eminently readable book. His comments on the methods and organisation of the fire service, without being profound, are those of a practical and imaginative man. The book is suitable for the general reader as well as for those who have served or may serve in the fire service.

In Defence of L.G.

INTO a lecture on local government, delivered last spring to the Liverpool Literary and Philosophical Society, Sir LESLIE SCOTT compressed the basic elements of the modern antagonism between central and local government. Reprinted in a 32-page pamphlet by the Solicitors' Law Stationery Society, Liverpool, it can be recommended as a first-rate, concentrated statement of the case for local autonomy, coupled with a reasoned appeal for co-operation between the protagonists. Sir Leslie Scott's argument for minimising ministerial intervention is all the more persuasive because he admits that central supervision has a proper place in the democratic scheme of things.

One of The Best

THIRTEEN years ago appeared the first edition of **The Social Services** by W. H. WICKWAR, and the second has now been published under the names of HARDY and MARGARET WICKWAR (Bodley Head. 10s. 6d.). The lapse of time has enabled the authors to add valuable new material, but the main value of the work remains in its interpretative skill. This crowded column allows no space to show the quality of the book and I must ask readers to take my word for it and read it for themselves: it is one of the most informative and thought-provoking studies in the language. It is written, too, in a simple yet pregnant style.

Morale for Production

THE British Institute of Management has issued a pleasant 50-page booklet, **Management for Production** (2s. 6d.), relevant in part to the public service. Aimed at assisting in raising productivity, the book contains a chapter on the importance of morale. Selection and training, conditions of employment, the position of foremen, the use of joint consultation, are all important influences. Justice must be done and must appear to be done. This entails all wages and works rules being publicly known and fair methods of promotion.

Not original ideas, perhaps, but are they yet universally practised? Till they are, it is good to see them re-stated.

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(G3/2) September, 1949

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THE PUBLIC WORKS AND MUNICIPAL SERVICES CONGRESS 1950

(Combining the Public Works, Roads and Transport Congress and the Public Health and Municipal Engineering Congress)

PRIZE COMPETITION FOR PAPERS

The Congress Council has decided to offer prizes for Papers which are submitted for discussion at the Congress to be held in November 1950.

The prizes will be as follows :

1st Prize—Gold medal and one hundred guineas
2nd Prize—Silver Medal and fifty guineas
3rd Prize—Bronze medal and twenty guineas
4th Prize—Ten guineas

with an additional award of five guineas for every other paper selected for discussion at the Congress as a result of this competition.

The subject of papers must come within the scope of Public Works and Municipal Services.

All papers for competition must be received by the undersigned by noon on Saturday, 31st December, 1949.

Intending competitors should obtain a copy of the rules of the competition from the undersigned.

C. W. SCOTT-GILES,
Secretary.

84, Eccleston Square,
London, S.W.1.
September 1949.

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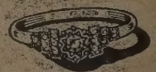
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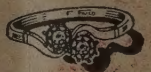
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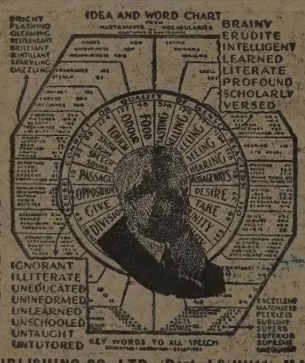

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